



11 June 2026

## UNISON Delivers again.

Dear Member,

We are proud to share another major success secured through UNISON's "Put Our Banding Right" campaign. — a campaign led, driven and fought for by your UNISON branch leadership on behalf of ambulance staff across EMAS.

Over the last 2½ years, UNISON has worked tirelessly with members, workplace reps and Trust leadership to challenge outdated bandings, inaccurate job profiles and unfair pay arrangements affecting frontline staff.

Because members stood together through UNISON — sharing evidence through surveys, engagement and feedback — we have now secured real and lasting improvements across multiple staff groups.

Achievements secured through UNISON campaigning include:

- ***EMAS colleagues in EOC receiving Recruitment & Retention payments from April 2024 to April 2025***
- ***Emergency Medical Advisors moving to Band 4 in April 2025***
- ***Most NEPTS Patient Care Assistants moving to Band 3 in April 2025***
- ***Patient care assistant members receiving approximately 2.5 years of back pay***
- ***Clearer and nationally aligned role profiles for frontline staff***
- ***And now an agreement between UNISON and EMAS confirming the creation of the new Band 4 Emergency Ambulance Associate role***

Following over 18 months of negotiations, workshops and collaborative working involving UNISON representatives, clinical leaders, people team representatives and frontline staff, EMAS has confirmed that the existing ECA and ASC roles will transition into a new single Band 4 Emergency Ambulance Associate role from 1 August 2026.

Existing ECAs and ASCs will be eligible to transition into the new Band 4 role, provided they can demonstrate they are undertaking the full duties of the role.

**Importantly, this did not happen by accident.**

This happened because UNISON and its members organised, challenged and backed a branch prepared to put in the hard work over several years to achieve meaningful outcomes.

**While others talked, UNISON delivered.**

Throughout this campaign, it has been UNISON reps, UNISON activists and UNISON branch leaders leading negotiations, attending workshops, supporting members and pushing this work forward to achieve real results.

These outcomes demonstrate exactly why being a member of UNISON matters — not just for those directly affected, but for all staff across EMAS. Strong unions secure better workplaces, fairer pay and improved recognition for everyone.

We want to thank every member who supported this campaign, shared evidence, attended meetings and stood with us throughout this process.

There is still more work to do, and UNISON will continue pushing for fairness, recognition and proper banding for all staff groups across EMAS.

If you are not yet a UNISON member, now is the time to join the union that delivers results.

In solidarity,

Your UNISON Branch Leadership

Please visit my <https://my.unison.org.uk> to ensure that your details are up to date