

## Trust Board Report

<b>Meeting Date:</b>	28 <sup>th</sup> January 2013
<b>Title:</b>	Proposals for Changes to Agenda for Change
<b>Executive Summary:</b>	To inform of the progress reached by the NHS Staff Council (NHS Employers and Trades Unions).on the main points being jointly proposed to Agenda for Change Terms & Conditions.
<b>Action Requested:</b>	To <b>note</b> the contents of the report.
<b>Report of:</b>	Director of HR
<b>Author: Contact Details:</b>	Denise Harnin, Director of HR <a href="mailto:Denise.Harnin1@nhs.net">Denise.Harnin1@nhs.net</a>
<b>Resource Implications:</b>	
<b>Public or Private: (with reasons if private)</b>	Public
<b>References: (eg from/to other committees)</b>	
<b>Appendices/ References/ Background Reading</b>	
<b>NHS Constitution: (How it impacts on any decision-making)</b>	<p>In determining this matter, the Board should have regard to the Core principles contained in the Constitution of:</p> <ul style="list-style-type: none"> <li>✦ Equality of treatment and access to services</li> <li>✦ High standards of excellence and professionalism</li> <li>✦ Service user preferences</li> <li>✦ Cross community working</li> <li>✦ Best Value</li> <li>✦ Accountability through local influence and scrutiny</li> </ul>

## **National Proposals Changes – Agenda for Change (AfC)**

The NHS Staff Council, comprising NHS Employers and Trade Union organisations with a remit for negotiating pay and terms and conditions have reached agreement on a joint set of proposals on changes to AfC terms.

Subject to the agreement to consult on these proposals by national staff side organisations resulting in the endorsement of the proposals, new arrangements will come into effect from 1 April 2013.

The proposed changes include;

- The introduction of a clause stating that progression through all pay points in all pay bands, will be conditional upon individuals demonstrating that they have the requisite knowledge, skills and competencies for their role and they have demonstrated the required standards of performance and delivery, as determined locally
- For the most part staff in pay bands 8C, 8D and 9, pay progression into the last two points in a band will become annually earned and once awarded will be dependent upon meeting the appropriate level of performance in a given year, as to whether these points will be retained. Annually earned pay will not be subject to pay protection.
- In relation to accelerated pay progression for new entrants to pay band 5, it is proposed to remove accelerated pay progression as currently set out.
- It is proposed that pay during sickness absence will be paid at basic salary inclusive of any high cost area supplements. It will not include other allowances or payments linked to working patterns or additional work commitments, such as unsocial hours payments. No changes will be made to the current calculation of pay during sickness absence for the lowest paid staff on spine points 1-8.
- Guidance on setting out the principles to be followed when undertaking workforce re-profiling will be developed.
- Flexibility on senior posts scoring higher than 630 points via job evaluation, on alternative pay arrangements, working within principles of equal pay.

Further updates will be provided to future meetings.

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