

Defending Agenda for Change

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Agenda for Change – The Advantages

- Provides fairness, equity and transparency
- Underpinned by job evaluation (an equality proofed pay and grading scheme)
- Has the principle of equal pay for work of equal value at its heart
- Ensures that pay is a reflection of qualifications, job content, skills and responsibility and that reward is fairly distributed across the range of jobs within and across NHS
- Harmonised terms and conditions via the NHS Staff Council emphasising partnership, dispute resolution, consultation and negotiation - preventing industrial conflict

National pay bargaining - Advantages

- A national system
- Evidence based
- Independent, transparent and efficient
- Aids movement around the country
- Avoids costly wage competition
- Draws on high quality labour market and pay data.



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Agenda for Change – The Attacks

The White Paper (England)- *"In future, all individual employers will have the right, as foundation trusts have now, to determine pay for their own staff...it is likely that many providers will want to continue to use national contracts as a basis for their local terms and conditions"*

Scotland, Wales, Northern Ireland – a watching brief on England, country specific "solutions" to follow

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Agenda for Change – The Attacks

The Northwest, Norfolk and Norwich, Hereford

- Probationary periods outwith KSF regardless of preceptorship
- Pay progression dependent on high performance, good conduct and satisfactory attendance or Deferral of 1st increment for 2 years then normal pay progression (subject to board approval and satisfactory performance)

"Pay progression should not be seen as an automatic right by staff but rather is something to be earned and is a reward that is dependent on satisfactory conduct, performance, attendance and demonstration of competence and positive behaviours. Where staff cannot demonstrate one or more of these competences/behaviours etc., in most circumstances and as appropriate to their contract, staff should be dealt with through the appropriate Trust policy and should have their pay progression deferred."

• New Contracts for New Starters

- Statutory sick pay only for 1/2 years
- Annual leave - statutory minimum
- Maternity/Adoption/Paternity Leave - statutory minimum for first 2 years
- No or reduced enhancements for weekend, night shifts and public holidays
- Overtime paid at time and half including public holidays, requirement to work extra hours
- Revised travel and subsistence arrangements
- No increment for first 24 months
- Compulsory On-call



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Agenda for Change – The Attacks (contd)

New Base Contract for 2 years service with Trust or 2 years continuous NHS service

- Sick Pay – Reduced, 6 months full pay 6 months half pay only after completing 10 years service
- Maternity Pay possibly linked to sickness
- Reduced Annual Leave – to be determined
- Incremental progression subject to board approval and satisfactory performance
- Extra duty payments per new starters
- Overtime - paid at time and a half plus set amount of additional hours to be built into contract
- Travel and subsistence allowances to be set by Trust
- On Call compulsory

New Base Contract for existing staff transferring or promoted to new role

- Sick pay as base contract
- Maternity / paternity - as base contract
- Annual leave 22 days increasing to 30 days
- Incremental progression and annual awards subject to board approval and satisfactory performance
- Extra duty, overtime, travel and on call all as base contract

Other proposals

- Cutting first 3 days sick pay
- Adopting the principle of staff giving up some of their annual leave entitlement
- A freeze on incremental pay

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More Attacks

1) Pay Progression

- a. temporary Freeze
- b. link to performance (Para 1.8) and Sickness/Managing Absence

2) Length of Pay Scales - Remove some of the top points in some of the bands

3) Unsocial Hours - Reduce USH by redefining working hours

4) Redundancy Costs - Reduce redundancy costs and recoup if reappointed

5) Length of Working Week - To be increased

6) RRP's - Get rid of them

7) Preceptorship Payments

8) Sick Pay – without enhancements

9) Overtime – when does it apply/new threshold

10) Increase flexibility at local level

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The Effects of the Attacks

- Worse recruitment, retention and morale
- Equal pay issues
- Undermines existing stability
- Challenges workplace relations
- Uncertainty



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What can we do?

- 1) Restate the benefits of AfC - National, Fair, Flexible, Equality proof, Harmonised, Transparent, Allows for dispute resolution
- 2) Negotiate
- 3) Involve all TUs
- 4) Raise Awareness
- 5) Campaign – Posters/Letters/Leaflets/PR/Media/Staff/Students/Community
- 6) Collective Grievance
- 7) Dispute/Industrial Action
- 8) Legal Action (Breach of Contract)
 - Unilateral variations of contract are not allowed
 - Changes to contracts must be by agreement following consultation
 - Remedies via the civil courts - not ET