



The Royal College of
Midwives

Defending Agenda for Change

RCM Workplace Reps Conference 2011

Amy Leversidge

Employment Relations Advisor

Defending Agenda for Change

NHS efficiency gains worth £20 bn by 2014

NHS provider organisations facing cost improvement efficiency targets of up to 9% each year

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Staff side view that the existing flexibilities of AfC can be built on to ensure NHS T&C are sustainable

Employer view is that most employers would continue to support the national agreement if it was made more flexible and affordable.

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Employer Proposals:

- The system/ processes for incremental progression
- The effective management of sickness/entitlements
- Extending the working week
- Annual leave entitlements

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Shared Principle and Values

- Equal pay for work of equal value
- Openness and transparency
- Local and national partnership working
- Fair pay which is competitive and linked to productivity
- Solutions that support improved productivity and flexible ways of working

Defending Agenda for Change

Should we make concessions at a National Level to try and keep Agenda for Change in place?

Should we fight to keep everything?

Can we protect Agenda for Change at a local level by making concessions at a national level?