

## Board of Directors (Open)

Date: 8<sup>th</sup> November 2017

Item Ref:

12

<b>TITLE OF PAPER</b>	Non Agenda for Change Staff – Pay Award
<b>TO BE PRESENTED BY</b>	Dean Wilson, Director of Human Resources
<b>ACTION REQUIRED</b>	To consider and agree whether the award should apply or not.
<b>OUTCOME</b>	Agreement to implement, or not, the 1% pay award for staff who are not on Agenda for Change contracts.
<b>TIMETABLE FOR DECISION</b>	To be noted at Board.
<b>LINKS TO OTHER KEY REPORTS / DECISIONS</b>	Links to the 1% pay award for Agenda for Change contracts received from April 2017.
<b>LINKS TO OTHER RELEVANT FRAMEWORKS BAF, RISK, OUTCOMES</b>	N/A
<b>IMPLICATIONS FOR SERVICE DELIVERY AND FINANCIAL IMPACT</b>	As set out in the paper.
<b>CONSIDERATION OF LEGAL ISSUES</b>	To be considered depending on outcome of Board decision.

<b>Author of Report</b>	Dean Wilson
<b>Designation</b>	Director of Human Resources
<b>Date of Report</b>	31 <sup>st</sup> October 2017

## SUMMARY REPORT

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**Report to:** Board of Directors (Open)

**Date:** 8<sup>th</sup> November 2017

**Subject:** Non Agenda for Change Staff – Pay Award

**Presented by:** Dean Wilson, Director of Human Resources

**Author:** Louise Hall, HR Directorate Partner

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### 1. Purpose

To consider and agree whether the award should apply or not.

### 2. Summary

The Trust has a small number of staff who decided to remain on their local Trust contracts and not move to Agenda for Change when this system became operational in October 2004. There are currently just 3 members of staff in this situation according to ESR. This decision would generally have been because their local “rate” was substantially higher than the equivalent A4C Banding. The position varies significantly between individuals but has been typically in the order of £2-£3kpa. In addition their working week is ½ hour less.

In the past the Trust has tended to apply the general increase awarded to A4C staff to this group as well. However it has been made clear that this needs specific Board approval each year and would not occur automatically. (In 2013 there was a full consideration not only of whether there should be an increase or not but also of whether action should be taken to move the staff onto A4C bands.

The decision was taken to allow the increase taking into account the contractual/legal position, the low level of increase and the relatively few numbers involved).

There are also a number of staff who have joined the Trust through TUPE and have retained the terms and conditions of employment and associated pay scales that applied to them in the previous organisation. Whilst they may continue to move up any relevant pay scale in line with their terms and conditions, the scales themselves will not be subject to any increase. There are currently 19 members of staff in this situation according to ESR. At the point at which these staff move away from the protected grouping associated with the transfer, they are being encouraged to move over to agenda for change terms and conditions.

The 1% increase has been applied to all pay spine points, in line with normal practice the annual increment for staff on points 43 – 54 should be linked to satisfactory performance in the role and earned annually. This distinction is relevant as one of the staff on non Agenda for Change is on a salary which is greater than point 43 (£60,202 whole-time equivalent).

As in previous years there is a relatively low level of increase and a small number of staff involved. The Board are asked whether they would wish to recommend that we apply our previous approach and award the equivalent of the Agenda for Change increase.

The attached table sets out the nature of the Agenda for Change award for 2017/18.

EDG have considered this situation and have agreed to recommend to Board that we apply our previous approach as described above.

**3. Next Steps**

If approved - to notify Payroll, Staff Side and the staff concerned.

**4. Required Actions**

To consider the paper and agree whether the award should apply or not.

**5. Contact Details**

For further information, please contact:

[Dean.Wilson@shsc.nhs.uk](mailto:Dean.Wilson@shsc.nhs.uk), Director of Human Resources

Tel: 0114 22 63960.

# Agenda for Change pay bands and spine points from 1 April 2017 (England)

This table shows the values of the Agenda for Change pay spine points for 1 April 2017. Full details of the Agenda for Change pay arrangements are available in the *NHS terms and conditions of service handbook*.

Spine point	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
Band 1	REMOVED	£15,404	£15,671																										
Band 2	REMOVED	£15,404	£15,671	£16,104	£16,536	£16,968	£17,524	£18,157																					
Band 3						£16,968	£17,524	£18,157	£18,333	£18,839	£19,409	£19,852																	
Band 4											£19,409	£19,852	£20,551	£21,263	£21,909	£22,128	£22,683												
Band 5																£22,128	£22,683	£23,597	£24,547	£25,551	£26,565	£27,635	£28,746						
Band 6																					£26,565	£27,635	£28,746	£29,626	£30,661	£31,696	£32,731	£33,895	£35,577

Spine point	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	
Band 7	£31,696	£32,731	£33,895	£35,577	£36,612	£37,777	£39,070	£40,428	£41,787																					
Band 8	Range A							£40,428	£41,787	£43,469	£45,150	£47,092	£48,514																	
	Range B											£47,092	£48,514	£50,972	£53,818	£56,665	£58,217													
	Range C															£56,665	£58,217	£60,202	£63,021	£67,247	£69,168									
	Range D																			£67,247	£69,168	£72,051	£75,573	£79,415	£83,258					
Band 9																								£79,415	£83,258	£87,254	£91,442	£95,832	£100,431	

Annually earned pay points – see the *NHS terms and conditions of service handbook*.