

Board of Directors (Open)

Date: 12th September 2018

Item Ref: 11

TITLE OF PAPER	Non Agenda for Change Staff – Pay Award
TO BE PRESENTED BY	Dean Wilson, Director of Human Resources
ACTION REQUIRED	To consider and agree whether the award should apply or not, and at what level.
OUTCOME	Agreement to implement, or not, a pay award for staff who are not on Agenda for Change contracts, in line with the recent national agreement for AfC staff – up to 3%.
TIMETABLE FOR DECISION	To be noted for a decision at Board.
LINKS TO OTHER KEY REPORTS / DECISIONS	Links to the 3% pay award for Agenda for Change contracts received from April 2018.
LINKS TO OTHER RELEVANT FRAMEWORKS BAF, RISK, OUTCOMES	N/A
IMPLICATIONS FOR SERVICE DELIVERY AND FINANCIAL IMPACT	As set out in the paper.
CONSIDERATION OF LEGAL ISSUES	To be considered depending on outcome of Board decision.

Author of Report	Dean Wilson
Designation	Director of Human Resources
Date of Report	28 th August 2018

SUMMARY REPORT

Report to: Board of Directors (Open)

Date: 12th September 2018

Subject: Non Agenda for Change Staff – Pay Award

Presented by: Dean Wilson, Director of Human Resources

Author: Dean Wilson, Director of Human Resources

1. Purpose

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

2. Summary

The Trust has a relatively small number of staff (currently 19) who either decided to remain on their local Trust contracts and not move to Agenda for Change when this system became operational in October 2004, or who have TUPE transferred into the Trust within the last 12 months. There are therefore 19 members of staff in this situation according to ESR. This decision would generally have been because their local “rate” was 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 (for non-A4C Trust contract staff – currently 3).

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). A couple of years ago, the Trust Board may recall that they did not support the award to this staff group in order to try and address some of the disparity in salary levels.

There are also a number of staff who have joined the Trust through TUPE (16) 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 16 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 3% increase has been applied to pay spine points, in line with normal practice and is linked to satisfactory performance in the role and earned annually. The level of the national award does allow the Board the ability to award a different level of increase to that of the general national award, if minded to do so.

As in previous years there is a relatively low level of increase and a small number of staff involved, though greater in number than last year. 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, or a different increase less than 3% in order to further address any remaining disparity.

Following discussion at EDG the recommendation is for a zero increase in this pay review for Non Agenda for Change staff in order to go some way to address the disparity between their current salaries and equivalent Agenda for Change salaries.

3. Next Steps

To notify Payroll, Staff Side and the staff concerned, of the outcome from Board.

4. Required Actions

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

5. Contact Details

For further information, please contact:

Dean.Wilson@shsc.nhs.uk, Director of Human Resources

Tel: 0114 22 63960.