

Health Department  
Directorate of Human Resources

Chairs, Chief Executives,  
HR Directors and Finance Directors  
of NHSS Boards and Trusts

**Mark Butler**  
**Director of Human Resources**  
St Andrew's House  
Regent Road  
Edinburgh EH1 3DG

Telephone: 0131-244-2036  
Fax: 0131-244 <<Fax>>  
Mark.butler@scotland.gsi.gov.uk  
<http://www.scotland.gov.uk>

Your ref: <<yourref>>  
Our ref: <<ourref>>

2 April 2003

Dear Colleague

**AGENDA for CHANGE – PROTECTION**

You will no doubt be aware that, for the last few years, the Trades Unions in Scotland have been pressing to have the Organisational Change Protection Agreement extended to cover the implementation of Agenda for Change (AfC).

Ministers have indicated that such a move would not be feasible.

However the Minister has been keen to ensure that no member of NHSScotland staff should suffer a reduction in salary due to the introduction of the new pay systems.

The specific protection arrangements agreed under the AfC proposals allow for one years protection with a pay uplift and a further five years 'mark-time' protection (ie with no pay uplift). Modelling suggests that there are potentially a small number of staff who could see their salary reduce at the end of this six year period.

The Minister has therefore confirmed to the Trades Unions (on Monday, 31 March) that he would extend the AfC 'mark-time' provisions (ie protection of the salary but with no pay uplift) beyond the currently agreed six year period, for so long as is necessary to ensure that no member of staff suffers a salary reduction. The estimated costs of this are small and the Minister believed that the ability to stipulate that 'no-one loses' under AfC was a strong message, and one that might be helpful during the current period of consultation.

I thought it was important to let you know of this directly and quickly, to reduce any room for misunderstanding.

Yours sincerely

**MARK BUTLER**  
Director of Human Resources

ᄀᄀᄀᄀᄀᄀ ᄀᄀᄀᄀ ᄀ