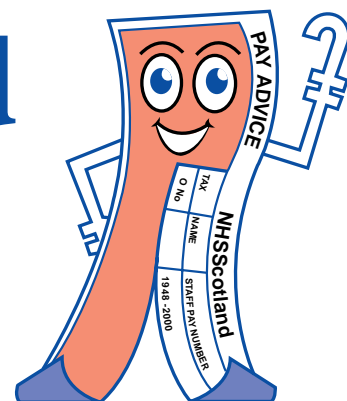


# NHSScotland PAY



## Modernising NHS Pay

### What's it all about?

### What does it mean for me?

### The story so far . . .

Many of you will be aware that in February 1999 the Government published proposals for modernising pay and conditions of service in a booklet called *Agenda for Change*. Work is currently underway to negotiate what this new, modern, pay system might look like and the purpose of this newsletter is to bring you up to date with developments.

### Why do we need a new pay system . . .

# Why do we need a new pay system?

The current NHS pay system has been in operation since the NHS was established in 1948. The pay and terms and conditions of service that were introduced then no longer meet the needs of today's NHS.

A new system will be simpler, fairer and aim to ensure that staff are rewarded according to the contribution they make.

## How will a new pay system be achieved?

Following publication of the proposals in *Agenda for Change* in February 1999, talks on the new pay system began with the 4 UK Health Departments, NHS managers and the main health service trade unions.

In October 1999 a joint statement was issued. This established the commitment of all sides to enter into detailed negotiations on a new pay system through a Central Negotiating Committee (CNG).

As you might expect, the negotiations are complex and sensitive given that they are trying to replace a Whitley system that has been in place for over 50 years.

To make this task easier, the CNG has set up 4 working groups to take forward development on:

- job evaluation
- career and pay progression
- conditions of service; and
- implementation

Scotland is represented on each of these groups to ensure that development and design of the new pay system best meets the needs of NHSScotland.

## What are the proposals?

The proposals are to:

- establish 3 pay spines:
  - 1 for doctors and dentists
  - 1 for nurses, midwives, health visitors and PAMs
  - 1 for all other staff
- pay awards for the 1st and 2nd spines would be recommended by the NHS Pay Review Bodies as they are now
- pay for the 3rd spine would be negotiated through a new single negotiating council which would replace the existing Whitley Councils
- establish linkage across the 3 spines so pay increases don't result in different pay for jobs of equal value which could not be justified under relevant legislation
- extend the coverage of the Nurses Pay Review Body (NPRB) (and the 2nd spine) to some other groups of qualified health professionals
- develop a job evaluation system that can evaluate all NHS jobs
- re-establish national "core" conditions of service and look at the scope for harmonisation eg on hours of work
- replace automatic increments with some other form of career and pay progression.

Progress continues to be made on the development of the new system but there is still a lot of work to do.

# What progress have the Working Groups made?

## Job Evaluation

A key feature of the new system will be a comprehensive job evaluation system capable of being applied to all jobs in the NHS. The Job Evaluation Working Group has made considerable progress in working up the design of the scheme. Initial testing has already taken place and further work is on-going. Once the system is agreed it will be capable of valuing existing and new jobs and placing them on pay spines in a consistent way.

We are keen to make sure that Scottish jobs are taken into account in the final system and will be writing to Trusts soon to ask for volunteers to take part in the testing exercise.

## Career and Pay Progression

This group is discussing a possible new model of career and pay progression. This includes examining how to define consistently the kinds of skills and knowledge needed to support staff and how these might be applied.

## Terms and Conditions

This group is looking at the many and varied terms and conditions of service which exist in the NHS with a view to harmonising them and making them simpler and more standardised across all staff groups.

## Implementation

Susan Deacon, the Minister for Health and Community Care, has made it clear that NHS Scotland will take forward implementation on a partnership basis.

To ensure that the new system meets the needs of NHSScotland and to agree implementation arrangements here in Scotland, the Scottish Pay Reference and Implementation Group (SPRIG) has been set up. SPRIG is a partnership group, details of its membership are given on the back page of this newsletter

The UK Implementation Group provides the opportunity for all of the UK countries to share implementation planning activity and coordinate action across the UK.

## What will it mean for me?

The new system will be designed to reward you for the work you do rather than your grade or the title you hold and will encourage career progression.

## When will the new system come into operation?

The timetable will be dependent on finalising details of the new job evaluation system but it is unlikely that implementation will begin until April 2002.

## Roadshows

A series of roadshows throughout NHS Scotland are planned over the coming months to give staff further information on the new pay system. Watch out for details of the roadshow in your area.

## How do I get more information?

If you want to know more contact your union representative or any of the SPRIG members

## Partnership Conference

Pay modernisation features prominently on the agenda for the forthcoming Partnership Conference (26 January 2001) and that will provide a further opportunity for debate and exchange of views. You should contact your local partnership forum for further details.

## Your Views

Hopefully this newsletter has brought you up to date on developments on the NHS pay system. More will follow.

We would like to hear your views about this newsletter and any questions you might have about the new pay system.

Please send your comments and questions to:

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Feedback from you,  
the partnership forum and the  
roadshows will appear in the next  
newsletter along with up to date  
reports on the progress being made  
in the working groups.

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