

**Branch Meeting**  
**Wednesday**  
**26th**  
**February**  
**6.30 p.m.**

STUC  
333 Woodlands Road  
Glasgow  
G3 6NG



Helen McFarlane was recently elected as the Scottish delegate to the union's NHS National Advisory Committee

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- **Out of Hours**
- **Public Holidays**
- **Annual Leave**
- **Hours of Work**
- **Pay Review Body**
- **Protection**

## Agenda for Change Special

The Government's proposed changes to the pay and conditions of service of NHS employees (Agenda for Change or AfC for short) have been published. The documents are available on the internet at: [www.doh.gov.uk/agendaforchange](http://www.doh.gov.uk/agendaforchange). The offer comprises a new pay system based on job evaluation, new arrangements for out of hours working, changes to public holiday entitlement, hours of work and annual leave. All in all, a

comprehensive package covering almost all aspects of working life.

The union's NHS National Advisory Committee is due to meet on the 27th February to decide whether to recommend the AfC package, so this month's Branch meeting is your last opportunity to influence that decision. Following that, there will be a meeting in Glasgow of Scottish group representatives on March 18th and subsequently a ballot of all amicus members employed in the NHS.

## Pay and Grading: the Job Evaluation Scheme

The Job Evaluation Scheme divides jobs into one of eight grading/salary bands (although band eight is subdivided). A number of jobs have been profiled at national level and if your particular post fits one of the profiles then you will be allocated to that band. A considerable number of jobs have still to be profiled and, in addition, there are some which will have to be subjected to local job evaluation e.g. if your job doesn't fit one of the national profiles or hasn't been profiled at all. When the scheme is

implemented in full, there will be two knowledge and skills gateways which staff will have to pass before proceeding further up the incremental scale.

Some professions (e.g. MLSOs, S cytology screeners, qualified MTOs, estates officers, pharmacists) have been decreed to be in need of a long term recruitment and retention supplement which guarantees that those staff will not earn a lesser salary than before, even if the new pay and grading system would otherwise disadvantage them.

## Contacts

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Secretary	Maureen Jenkins	0141 201 3044
Treasurer	Richard Shaw	0141 201 0412
Vice-chair	Helen McFarlane	0141 211 0800
Assistant Secretary	Vacant	
Safety Officer	Bill Gray	0141 531 3715
Women's Officer	Helen McFarlane	0141 211 0800
Newsletter Editor	James Ito	0141 201 0405



## Out of Hours Provisions

The out of normal hours provisions are complex.

- a) Staff whose normal hours include an average of 5 or more per week in the 'unsocial hours' timebands will receive between 9% (for 5 hours) to 25% (for more than 21 hours) addition to basic salary.
- b) Staff providing an on-call service from home will receive a salary supplement of between 2% (for 1 in 9 to 1 in 12) and 9.5% (1 in 3 or more). In addition, they will receive payment for work done + travelling time if they are actually called in. Payment will be at time and a half (double time on public holidays)
- c) Staff required to be on the premises but allowed to rest except for the times when they are required to carry out emergency work should be the subject of an agreed local arrangement.

Existing staff who receive more than this under current national agreements will have their earnings subjected to the limited protection on offer (see below). Current local deals may be retained, with agreement, for a period of up to four years.

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## Public Holidays, Annual Leave & Hours of Work

The offer reduces recognised Public Holidays to eight days (previously ten). Annual leave is increased for most staff. Based on a five day week, the offer is 27 days on appointment, 29 days after 5 years NHS service and 33 days after 10 years service. Hours of work are standardised at 37.5 per week. Staff who currently work less than this will have full protection for 3 or 4 years and then increase their hours gradually.

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## Pay Review Body Status

If accepted, the offer would extend Pay Review Body Status to a number of professions not currently covered including MLSOs, cytology screeners, MLAs, clinical scientists, SALTs, MTOs, pharmacists, psychologists, health care assistants, ATOs etc. Not included would be professions such as estates officers, admin and clerical, managers, ancillary etc.

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## Protection

Staff whose current basic pay + allowances total is greater than under the Agenda for Change offer will have their total protected fully for one year, and on a standstill basis until their new total catches up or 31st March 2011 whichever comes sooner. Staff who are currently on protection unconnected with AfC may opt to keep that protection instead.

## Branch Meeting Wednesday 26th February

1. Apologies for absence.
2. Minutes of previous meeting and arising.
3. Correspondence.
4. Reports.
5. Agenda for Change
6. Motions.
7. A.O.C.B.

The next meeting of the Branch will be held on Thursday 27th march at 6.30 p.m. All meetings are held in the Scottish Trade Union Congress, 333 Woodlands Road, Glasgow G3 6NG. (Tea, coffee & biscuits 6.15 p.m.)

