

Agenda for Change Special Edition - December 2004

## Branch Meetings

### Dates for 2005 still to be decided

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**James Ito**  
Newsletter "normal" Editor  
on holiday in  
warm, sunny Spain  
*\*see back page*

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## Agenda for Change (AfC)

Agenda for Change is now here. So when will I get my new pay band, what on earth is the NHS KSF and why should I care and anyway how many holidays do I get (and what's this about stealing one of them back)?

One of the most significant changes now in effect is that much of the process for deciding some of these problems are determined by SPRIG (the Scottish Pay Review and Implementation Group), a Scottish wide partnership group including

Amicus Regional Officer Michael Fuller. SPRIG have drawn up a timetable for job matching (see table) that breaks the process into "manageable" chunks. This special addition of the Branch newsletter will cover some of these questions. However, just as the process for introducing AfC will take many months this newsletter will cover many of these issues over the coming year.

Nursing, Midwifery, Health Visitor, Dental Nursing, ODP's	End March 05
Administrative & Clerical	End April 05
AHPs	End May 2005
SLTs, Clinical Physicists, Pharmacists, Psychologists and Art Therapists	End May 2005
Supplies and Procurement	End July 2005
Estates, Chaplains, Health Promotion	End July 2005
PTB staff, Clinical Scientists, Technicians	End July 2005

## Paid Parental Leave Contractual?

The new Agenda for Change NHS Terms and Conditions Handbook states that ***"In Scotland, the statutory framework includes legislation on Staff Governance as set out in the NHS Reform (Scotland) Act 2004 and the Staff Governance Standard. Compliance with this standard includes implementation of Partnership Information Network (PIN) Guidelines, which define a minimum standard of best employment practice. This Handbook should be read in***

***conjunction with the provisions of the PIN guidelines as listed in Annex V."***

The Handbook came into effect with the implementation of AfC on 1st December 2004 and subsequently PIN Guidelines are now contractual.

The paid parental leave provisions of the Family Friendly Policies PIN Guideline should now be considered in the same contractual light.

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## **A To Do About Overtime**

There has been much consternation within the Service over the introduction of the new AfC overtime rate of time and half (double time for public holidays). This has been particularly the case around overtime for Sundays and also waiting time initiative payments of triple time. As far as the waiting time initiative is concerned advice from SPRIG is going to the minister allowing continued payments for this work. SPRIG is also proposing a phasing-in of the introduction of AfC overtime payments for Sundays.

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## **Annual Leave - The Big Steal**

Public holidays for 2004-05 are to remain the same as previous years for Christmas and New Year. Shamefully however, and contrary to the advice of SPRIG and partnership principles, the health minister Andy Kerr has decided in effect to steal a day of annual leave for this leave year from everyone gaining as a consequence of AfC. This to be applied on a pro-rata basis to part time staff.

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## **Job Matching and Evaluation**

The job matching and evaluation process within health boards leading to assimilation onto the new pay bands will start in January. Amicus Reps will be at the forefront of this process in two ways. Amicus Reps will participate as full members of both the matching and evaluation panels, thus reinforcing the impartial decision making of these panels. These Reps are currently undergoing intensive expert training. Further, Reps will be working jointly with local management to develop job descriptions and advising members ensuring as best as possible that their aspirations can be met. Local and Senior Reps are available throughout the service to keep members advised on how things are progressing.

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## **Apology**

A wee mistake from junior editors Ian Forbes and Donald Sime. It appears the photograph of our esteemed editor was a dodgy import from a cold, cold weekend in Prague last February and not Spain as alleged.

**Seasons Greetings  
and  
a Happy New Year  
to all  
our readers and  
members of the Branch**

