

Welcome to the first edition of All Change, a newsletter to tell you what Agenda for Change will mean for you. This and future editions of All Change will be circulated around NHS Greater Glasgow regularly.

It seems hardly a day goes by without the NHS being subject to yet another initiative, reform or review. This can be unsettling, particularly as in the case of Agenda for Change we are working to challenging, nationally set deadlines. It is our responsibility to work together as staff and managers to deliver the best positive result for everyone and make sure we can influence the national agenda.

The group we chair is designed to represent **your** interests and steer a complicated process which, in one way or another, will touch on everyone who works for NHS Greater Glasgow. We hope that this newsletter cuts through some of the complexity and equips you with the information you need as Agenda for Change moves ahead.

Elizabeth Stow
Full Time Officer
Society of Radiographers
Co-Chair Agenda for Change Project
Steering Group

Jonathan Best
Chief Executive
Yorkhill Division
Co-Chair Agenda for Change Project
Steering Group

What is Agenda for Change?

- It is the most radical shake-up of the NHS pay system since 1948
- It will affect **all** NHS staff across the UK (with the exception of consultants, doctors, dentists and some senior managers)
- It is designed to modernise the NHS pay system and create fair, harmonised conditions of service – **equal pay for work of equal value**

Over the years, various anomalies and differences have come about between different parts of the NHS.

This can mean that staff doing similar jobs have different pay and conditions of service depending on where they work. Agenda for Change will smooth out these differences and provide a fair and level playing field for each group of staff.

Two new pay scales will be introduced with eight pay bands. Your post will be subjected to job evaluation, which will determine which pay band you are placed on.

Why is Agenda for Change being introduced?

The Scottish Executive is introducing Agenda for Change across NHS Scotland. They are motivated by the improvements promised by the initiative:

- The new pay system will support new ways of working which in turn will lead to more patients being treated more quickly;
- The balance of skills in the NHS workforce will be improved;
- Recruitment, staff retention and morale will be raised;
- Terms and conditions will reflect equal opportunities, especially with regard to career development and training opportunities, and provide more flexible, family-friendly working patterns;
- Equal pay for equal work through fairer, modernised pay bands.

Agenda for Change Project Steering Group

Agenda for Change won't happen without full co-operation between the staffside and the employer. A full-time team of HR and staffside officials is leading the project and putting in place the logistics necessary to deliver the project action plan. Overall co-ordination is the responsibility of a Project Steering Group, which includes representation from across NHS Greater Glasgow:

please turn over. . .

Project Steering Group continued

Elizabeth Stow, Royal Society of Radiographers, Co-Chair
Rona Agnew, Area Partnership Forum
Alan Boyter, North Glasgow Division
Ian Reid, Primary Care Division
Jim Cameron, South Glasgow Division
Andy Carter, Primary Care Division
Rosslyn Crocket, Primary Care Division
Jennifer Crockett, Area Partnership Forum
Caroline Fee, Area Partnership Forum

Jonathan Best, Yorkhill Division, Co-Chair
Juli McQueen, Primary Care Division
Stewart MacLennan, Area Partnership Forum
Isobel Quarrell, Area Partnership Forum
Donald Sime, Area Partnership Forum
Irene Shields, Yorkhill Division
Paul Watt, Primary Care Division
Janice Whitelaw, North Glasgow Division
Jim Whyteside, Corporate Communications

If you want contact the steering group, call Marjorie Mullins on 0141 951 5840
or e-mail marjorie.mullins@gjnh.scot.nhs.uk

The Second Ballot

Many trade unions and staff representatives have agreed to work through the Agenda for Change process. Some, however, are still to adopt a formal position as to whether or not their members should co-operate with the initiative. A number of unions have previously balloted their members and intend to run a second ballot before making a final decision.

The work now underway to deliver Agenda for Change is not intended to prejudice the outcome of forthcoming ballots. The simple fact of the matter is that a great deal of preparation needs to be done now if there is not to be undue delay in delivering the project action plan later on.

What's happening

Agenda for Change is to be rolled out from October 2004. Before this, a series of processes will be put in place across NHS Greater Glasgow:

A Knowledge and Skills Framework – will come about from joint staffside/management agreement on the knowledge and skills, including professional qualifications, required to do each job. An outline will be written up for every NHS Greater Glasgow post, and this will be linked to your Personal Development Plan by providing a starting point from which to identify any training and development needs;

Terms and Conditions – A current work profile will be put together for all staff covered by Agenda for Change. This will be done through local divisional groups looking at shift patterns, working hours, overtime, on-call arrangements, annual leave entitlements and any local arrangements affecting all of the different staff groups. These will then be compared with the new harmonised Terms and Conditions brought in under Agenda for Change in order to prepare for potential integration. The impact these changes will have on service delivery will be considered throughout the processes. There will also be monitoring and assessment of the processes to make sure there is consistency in the way they are applied across NHS Greater Glasgow;

Job Matching and Evaluation – your job (and only your job – the process isn't designed to assess you personally) will be matched against other similar posts and your basic pay determined by measuring 16 factors covering knowledge and skills, responsibilities and levels of mental and emotional effort. It is vital that you have an up to date job description, which demonstrates each of the 16 factors, before the process gets underway.

The Steering Group's action plan to deliver Agenda for Change has been approved by Greater Glasgow NHS Board. Future editions of All Change will take you through what you can expect from the plan and the processes described above.

The next edition of All Change will be out on 26 May and will have a major feature on Terms and Conditions. Make sure you get your copy.

Further Information

If you can't wait for the next All Change, visit the Agenda for Change webpages at www.nhsgg.org/agendaforchange. You can e-mail any questions you have from there. Look out also for the regular Agenda for Change page appearing in NHS GG Staff News.

Alternatively, in advance of local divisional contacts being arranged, you can call or e-mail the following people:

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|-------------------------|-----------------|---------------|--|
| General | Rona Agnew | 0141 951 5084 | rona.agnew@gjnh.scot.nhs.uk |
| Job Matching/Evaluation | Paul Watt | 0141 951 5842 | paul.watt@gjnh.scot.nhs.uk |
| Knowledge & Skills | Juli McQueen | 0141 211 3771 | juli.mcqueen@gartnavel.gla.comen.scot.nhs.uk |
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