

JOINT STATEMENT

SCOTTISH TERMS AND CONDITIONS COMMITTEE PAYMENT ON ACCOUNT TO STAFF NOT ASSIMILATED TO AGENDA FOR CHANGE

1. In line with the recommendations made by The Nurses and Other Health Professions Review Body (NOHPRB), a pay award of 2.5% has been made for 2006/2007 for staff covered by the Agenda for Change agreement. This means that, with effect from 1 April 2006, the Agenda for Change pay bands and cash based allowances will be uplifted by 2.5%. Full details of this are contained in NHS Circular PCS(AFC)2006/3, which was issued on 16 June 2006.
2. The NOHPRB pay award for 2006/2007 will be applied to the Agenda for Change pay bands only, and those who have already assimilated to those new paybands will automatically receive the award, with back pay calculated to 1 April 2006.
3. Trades unions, professional organisations and employers in NHSScotland have agreed in partnership to take an approach to the implementation of Agenda for Change which favours quality and consistency of outcome over speed of process. However, this means that many staff are not yet assimilated to the new Agenda for Change pay bands, and will not therefore immediately benefit from the 2006/2007 pay award.
4. It has now been agreed in partnership that, from 1 July 2006, a cost of living payment will be made to those who have not assimilated at that date to the new Agenda for Change pay bands. This payment will be backdated to 1 April 2006.
5. Payment on account means that every member of NHSScotland staff who has yet to assimilate will receive an extra payment of 2.5% of their monthly or weekly basic pay. This payment is in addition to basic pay, it is not part of it, therefore it will not be counted for the purposes of calculating overtime or unsocial hours payments, or any other cash based allowances related to pay. It will not be superannuable.
6. Payment on account, which will be shown separately on staff pay slips, will cease at the point of assimilation which should take place no later than 31 October 2006. However, there may be exceptions to this that are outwith the control of health systems and/or the individuals concerned e.g. posts which require individual job evaluations. Agreement or exceptions which will require further variation orders for the payment to continue will be monitored through STAC in the first instance.
7. When staff assimilate, they will move to the Agenda for Change paybands which include the pay award for 2006/2007. There will be no recovery of any payment on account for those who on assimilation would still be on a protected salary in 2006/2007. However, the payment on account will cease on assimilation and the protected salary under Agenda for Change will be set by reference to the rates in force on 31 March 2006. If an individual is not at the maximum of their Whitley scale and an increment is due at a date between 1 April 2006 and the date of assimilation the protected salary will include that increment.

8. As part of the payment on account agreement, local health systems should examine and agree in partnership ways in which the Agenda for Change implementation process can be speeded up, while maintaining the integrity of the Agreement. Any new processes should take into account the expertise, confidence and knowledge which has been built up since the implementation process began.

9. Local systems will not require external agreement to introduce new processes aimed at speeding up implementation. However, STAC will provide active support and will meet with local systems to agree how this can best be taken forward.

10. Both employers and trades unions/professional organisations are of the view that this agreement represents a good deal for staff who, through no fault of their own, have not yet assimilated to the new Agenda for Change pay bands. The agreement will also facilitate the development of local arrangements which are designed to progress the assimilation process, ensuring implementation of Agenda for Change within the agreed timescales.

Scottish Terms and Condition Committee
16 June 2006