

BIRMINGHAM & THE BLACK COUNTRY SHA

AGENDA FOR CHANGE STEERING GROUP

TERMS & CONDITIONS GUIDANCE NOTE

ASSIMILATIONS AND INCREMENTAL POINTS

It has been recognised that it is possible for a “leap frog” situation to occur on assimilation both at the bottom and top of pay bands.

Bottom of Pay Band

Newly qualified staff benefiting from accelerated progression (2 increments in first 12 months) overtaking in pay terms more experienced colleagues not on accelerated progression. To lessen the difference/impact Trusts should positively consider agreeing a different incremental date for the more experienced staff.

Example:

D grade nurse commenced 15/9/03 – current salary £17635
Assimilated to AfC Band 5 – salary £18114
Salary come increment 15/9/05 - £18647

Newly qualified D grade commenced 1/11/04 – current salary £17060
Assimilated to AfC Band 5 – salary £18114
Accelerated progression first increment circa May 05 - £18647
Second increment circa November 05 - £19180

Top of Pay Band

Staff who have been at the top of a scale for more than 12 months or are currently on a fixed salary on assimilation will have an incremental date of 1 October with the first increment due on 1 October 2005. However, it is possible that staff on the last but one incremental point on assimilation will assimilate to the same pay point on AfC as their more experienced colleagues (over 12 months at maximum of scale) and if their increment is due between assimilation and October 2005 they could leap frog over their colleagues. To resolve this issue Trusts may wish to consider amending the incremental date in the first year only to 2 October so such staff would benefit from an increment back dated from 2 October 2004.

Example:

F grade nurse at maximum of scale – current salary £25250
Assimilated to AfC Band 6 – salary £25253

Salary come first increment 1/10/05 - £26106

F grade nurse on NP41/05 (incremental date 10/06/05) – current salary £24785

Assimilated to AfC Band 6 – salary £25253

Salary come first increment 10/06/05 - £26106

It is appreciated that both the above will result in a slight increase in cost pressure but it is felt that the longer term benefits should out way this.

This is the 11th of a series of guidance notes developed in partnership by the AfC Steering Group Terms and Conditions Sub Group to help individual organisations in clarifying AfC issues.

Comments or issues that you feel need addressing should be forwarded to Peter Smith, BBC SHA AfC Lead – email: pete.smith@bbcha.nhs.uk