

# The NHS Shadow Staff Executive Agenda for Change update

17 May 2004

## **Review of Agenda for Change Early Implementation**

The Shadow council has embarked upon the review of the early implementation of Agenda for Change. This has always featured as a part of the agreement. A robust process has been put into place and it is anticipated the review will be completed by the end of June.

The purpose of the review is to monitor progress in Early Implementer sites against the Partnership Agreement Success Criteria and to address any issues immediately with the aim of resolving them in time before national roll out is due to start. The review will include consideration of:

- Unsocial hours & On-call
- Band above 8d
- RRP's
- High cost area payments and cost of living supplements
- Capacity and partnership
- Cost envelope
- Job Evaluation
- Knowledge and Skills Framework

The review has been divided into two halves. The first half is a set of themed meetings, each dealing with a specific area element of the agreement where the NHS Shadow Staff Executive are aware that progress will need to be monitored such as Job Evaluation and the Knowledge and Skills Framework. The second half of the review will address concerns arising out of the progress in Early Implementer sites. It is in the second half of the review where agreement will be reached on any amendments to the wording of the proposed Agenda for Change Agreement.

The NHS Shadow Staff Council will keep you up-to-date with the progress of the review.

## **Early Implementer Progress**

- Over 19,000 staff out of about 33,000 in Early Implementer sites have now been assimilated onto Agenda for Change.
- 80% of job matching is now completed and local evaluation is continuing at a pace.

- Job matching is working well.
- The number of reviews requested by staff wanting to challenge their banding is about 6%.
- Staff from all Early Implementer sites are making significant progress on applying the Knowledge and Skills Framework by developing KSF Outlines and conducting Personal Development Plans.

## **Non clinical staff and Agenda for Change**

Early Implementers have been asked by the Job Evaluation Working Party to test whether the Agenda for Change job evaluation scheme is biased in favour of clinical staff. The Job Evaluation Working Party (JEWP) has reviewed the outcomes of non-clinical evaluations from Early Implementer sites. This has shown that there has been some under-evaluation of certain non-clinical jobs caused by a need for further guidance and improved application of the scheme and not because of the scheme itself.

Further guidance on evaluating non-clinical jobs has been issued to Early Implementer sites and all sites are currently using this guidance. Early indications are that this is making a difference. JEWP will continue to monitor the impact of this new guidance.

Further additional guidance on the knowledge factor is currently being prepared and the first part of this, giving guidance on levels 5 and 6 of the factor, has been issued to Early Implementer sites.

Work has commenced in partnership with trade unions to produce generic profiles for admin and clerical. We are also working with Healthcare Financial Accountants to produce generic national profiles for finance staff. Similar partnership work will commence shortly with Association Healthcare Human Resource Manager to produce generic profiles for HR staff.

## **The Shadow NHS Staff Council**

The Agenda for Change project was founded on the principle of employer, health department and staff representatives working in partnership. Detailed negotiations had taken place in a Joint Secretaries Group (JSG) which had presented its proposals to a Central Negotiating Group (CNG)– the forerunner of the NHS Staff Council. The NHS Staff Council has been created in “shadow” form pending the second stage trade union ballots.

It assumes responsibility for oversight of the new pay system, for agreeing any future changes to the pay system, for ensuring proper maintenance and development of the national infrastructure for the new system (eg. the job

evaluation scheme) and for negotiating national terms and conditions of service.

The key responsibility of the NHS Staff Council in the short term is to assess—on the basis of learning from early implementer sites—how far ‘Agenda for Change’ is set to meet the agreed success criteria for patients and for staff and, where there are concerns about its ability to meet these criteria sufficiently, to agree any appropriate corrective action.

The NHS Staff Council has delegated this work to the shadow Executive, the successor of the Joint Secretaries Group. The Executive is a smaller group, a negotiating body that comprises representatives of NHS employers, NHS trade unions and the Health Departments of all four UK countries.