



**AMICUS NATIONAL HEALTH SECTOR CONFERENCE**

**INTERIM REPORT**

**ON THE IMPLEMENTATION OF AGENDA FOR CHANGE**

**INTRODUCTION**

Amicus has given a commitment to members that we will present clear facts on the implementation of Agenda for Change ahead of the 2<sup>nd</sup> ballot of members.

This report is a 'snapshot' of the implementation of Agenda for Change derived from reports from lay representatives and shop stewards. It is not meant to be a substitute for qualitative survey work ahead of the 2<sup>nd</sup> ballot. This will be undertaken when we believe that there is sufficient information of value to be gleaned from this process.

Likewise we have avoided highlighting the possible impact of work in progress as until we have achieved our bargaining objectives these remain as aspirations rather than agreed outcomes. This is included in the Status Report on Profiles issued separately.

In summary, even after the extensive work which has been undertaken in the Early Implementors more is unknown than given and it is difficult with any degree of certainty to assess the overall impact of Agenda for Change on Amicus members at this time.

**JAMES PAGET HEALTHCARE NHS TRUST**

**Occupational Overview**

**Estates and Maintenance Crafts**

All Estates Officers (4) have gone to local evaluation. Checking whether matching pre-dates publication of recent profiles.

For Maintenance Crafts 26 out of 28 jobs have been matched (2 local evaluations). All Engineering Craft have been matched against the technician profiles at band 4. Three colleagues are seeking a review. No one requires pay protection. RRP paid to all appropriate grades.

**Speech and Language Therapy**

Expected completion end of July.

### **Pathology**

Seventy-five percent matched. Four colleagues have been sent for local evaluation. As process is incomplete outcomes and impact cannot yet be assessed.

### **Community Nurses**

All those matched at Band 6 are seeking a review.

### **Pharmacy**

Still finalising JD for pharmacists. Pharmacy Tech (Community) have undergone process. Awaiting outcome.

## **GUY'S AND ST THOMAS' NHS TRUST**

### **Overview**

The rumoured number of staff requiring protection is described by a leading member as way “off the mark”. These erroneous assessments have been made on a comparison between Whitley and Agenda for Change on potential future earnings (comparing currently Whitley grade maximum with that of the assigned Agenda for Change Band). This may be addressed through career development.

The main “real” problem areas appears to be London Weighting and unsocial hours statistics which although high are consistent with other sites. The Trust is still working to an end of July completion date.

### **Occupational Overview**

#### **Healthcare Science**

Over half of the Trust's Healthcare Scientist posts did not match, so the available data is only partial.

This data is based on first matching outcomes only, and there will have been further changes as a result of consistency checking. The available data did not include the current scale points of the jobs. The data therefore use as their starting points for staff their maximum points on Whitley scales, rather than their current point.

#### **Speech and Language Therapy**

Thirteen out of 19 staff have been matched. Six awaiting matching under new rules. One colleague requires pay protection.

## **CITY HOSPITALS SUNDERLAND NHS TRUST**

### **Overview**

Significant problems with matching. This has resulted in a review by the Shadow Executive of procedures as the Trust accepts that the current level of protection is unacceptably high. The review found that the procedures in the Trust, although analytical, were not those agreed nationally. Agreed procedures to be followed for future matches and any review of which there is a significant number.

### **Occupational Overview**

The level of reviews, reaching in some departments 100 per cent, means that a considered assessment of outcomes cannot be given until this has been completed.

## **PAPWORTH HOSPITAL NHS TRUST**

### **Overview**

Trust is hoping to complete by the end of July. Currently just one person in Amicus organised areas of work has pay protection.

### **Occupational Overview**

#### **Estates and Maintenance Craft**

One out of 3 Estates Officers have matched with 2 going to local evaluation.

Maintenance Craft have matched to Band 3 and 4. RRP's have been applied.

#### **Speech and Language Therapy**

One employed and still to do.

#### **Healthcare Scientists**

Extensive matching in all clinical technical areas. Results known but confidential until postholders notified. Need to validate outcomes and get beneath current Whitely grading to make proper assessment. BMSs initially matched at Band 5 being re-matched against the Specialist BMS profile. Project Manager supports argument for Highly Specialist BMS Profile.

Cardiac and Respiratory Physiology being evaluated locally. Interim results known but confidential until postholders notified and results reviewed.

#### **Theatres**

ODPs evaluated locally as Theatre Practitioners. Outcomes consistent with Theatre Nurses. Both groups assimilated in June.

#### **Pharmacy**

Matching to be completed next week. Initial results known but confidential until postholders notified and results reviewed.

## **AINTREE HOSPITALS NHS TRUST**

### **Occupational Overview**

#### **Speech and Language Therapy**

Three out of six colleagues are seeking a review of matching outcomes. Protection currently is not an issue as long terms RRP's will be applied in two of these cases.

#### **Pharmacy**

Twenty-five out of 26 posts matched with 1 going to local evaluation. Outcomes awaited.

#### **Healthcare Science**

Still to undergo matching process.

#### **Estates and Maintenance Craft**

Outcomes have been delayed pending agreement on training for multi-skilling to achieve Technician Status.

## **AVON AND WILTSHIRE MENTAL HEALTH PARTNERSHIP NHS TRUST**

### **Overview**

One thousand six hundred staff are currently paid on A4C rates (nursing). Forty have to date requested reviews, primarily CPN's due to the lack of Mental Health family job profiles. Amicus is currently working with the MHNA on a Band 7 CPN JAQ. The trust has tabled proposals on unsocial hours payments for less than 5 hours, which is currently being considered, although they feel that there needs to be a national settlement on this issue. A recruitment and retention policy has been agreed in the site.

## **SOUTH WEST LONDON AND ST GEORGE'S MENTAL HEALTH TRUST**

### **Overview**

Sixty per cent of staff assimilated onto A4C pay rates (2505 total population). Unsocial hours and London Weighting is again proving problematic. 7.9 per cent received protection of this 58 per cent was due to high cost area supplement, 43 per cent due to unsociable hours, and 35 per cent due to basic pay. Amicus groups (e.g. pharmacy, speech and language therapy) not listed amongst needing protection.

### **Occupational Overview**

#### **Clinical Psychology, Child and Adult Psychotherapy, Family Therapy, Arts Psychotherapy**

Just under half of Clinical Psychology has been matched. Other groups still going through the process. Clinical Psychology results have not been released as Trust wants to “consistency check” with other mental health EIs and complete matching. Strong rumours about outcomes but these need to be confirmed or otherwise.

## **WEST KENT NHS AND SOCIAL CARE TRUST**

### **Overview**

One thousand four hundred and thirty three staff currently paid on A4C rates of pay (63 per cent of workforce) 104 staff currently require protection (82 nurses, 22 support staff) The main factor for this is unsocial hours, however there was an early problem in managers incorrectly calculating the hours.

### **Occupational Overview**

#### **Psychology**

All JDs for psychologists have gone to matching panels but have not yet been processed. Waiting to see if psychology specialisms (Counselling, Occupational and Health Psychologists), Child Psychotherapists, Adult Psychotherapists and Family Therapists can be successfully matched against psychology profiles.

#### **Estates and Maintenance Crafts**

Outcomes have been delayed pending agreement on training for multi-skilling to achieve Technician Status.

## **HEREFORDSHIRE NHS PRIMARY CARE TRUST**

### **Overview**

Nine hundred of 1100 staff are now being paid on A4C rates, with 300 outstanding. A further 80 staff will have their details finalised and be paid in the May pay run. Approximately sixty reviews have been lodged and a series of surgeries have been arranged/taking pace up to the end of July to start this process. Speech and Language Therapists and Health Visitors are amongst the groups seeking a review. The site hopes to achieve an end of June completion. Current protection forecast for the site is 7.5 per cent.

### **Occupational Overview**

#### **Pharmacy**

There are only 3 pharmacists working with Herefordshire PCT. Two out of 3 have tried to be matched but was unsuccessful. Now to be rematched and Trust are using a short JAQ where profiles were not matched. The other post has yet to be matched since Chief Pharmacist post issued only recently.

## **CENTRAL CHESHIRE PRIMARY CARE TRUST**

### **Overview**

Central Cheshire has completed matching and is now focusing on new appointments. However, there are significant issues in Speech and Language Therapy where we believe 'rogue' matching has taken place between postholders and profiles from other professions.

Amicus has challenged practice in Central Cheshire nationally. The main technical advisor to the Job Evaluation Working Party believes that such practice undermines equal pay principals. Matching process has been 'clarified' in order to prevent such practices happening again. The factor plan has also been amended (Mental Effort) to make it more explicit the appropriate levels for Speech and Language Therapists. Almost all in the service are seeking a review of matching outcomes.

**25<sup>th</sup> June 2004**