

## GENERAL WHITLEY TERMS & CONDITIONS AND AGENDA FOR CHANGE

GENERAL WHITLEY COUNCIL CONDITIONS OF SERVICE	AGENDA FOR CHANGE EQUIVALENT	NO EQUIVALENT WITHIN AFC HANDBOOK OR LISTED UNDER AFC SECTION 19: ANNEX O	ADVICE TO REPS
Section 1: Annual Leave	Section 13: Annual leave and general public holidays	<p>Listed under Section 19: Annex O: Carry over of Annual Leave.</p> <p>No equivalent within AFC: GWC Section 1 (15) covering sickness during Annual Leave</p>	<p>Reps may wish to negotiate local arrangements whereby staff are entitled carry over up to five days annual leave per year.</p> <p>Reps may wish to incorporate these provisions into local arrangements</p>
Section 2: Statutory and Public Holidays	Section 13: Annual leave and general public holidays		<p>Although Section 13.2 says that Christmas &amp; new year arrangements (formerly covered by GWC Section 2 (2.1 &amp; 3.1(Scotland) ) should be left to local arrangements, it is the intention of Staff Council to negotiate more explicit arrangements</p> <p>Reps may wish to negotiate local arrangements.</p>

Section 3: Special Leave		Listed under Section 19: Annex O	Reps should ensure that the former Whitley arrangements are incorporated or improved upon.
Section 6: Maternity leave	Section 15: Maternity Leave & pay		
Section 7: Equal opportunities in employment	Part 5: Sections 30: General statement on equality and diversity		
Section 8: Harassment at work	Section 32: Dignity at work		
Section 9: Child Care	Section 33: Caring for children & adults		
Section 10: Equal Opportunities Retainer Schemes	Section 36: Employment Break Scheme		
Section 11: Job Sharing in the NHS	Section 34: Flexible working arrangements	No equivalent within AFC: GWC Section 11.4 Requirement for job share register	Reps will need to ensure that within the trust policy on equality and diversity adequate provision is made for job sharing.
Section 12: Special Leave for domestic, personal and family reasons	Section 35: Balancing work and personal life		
Section 13: Equal opportunities: Enabling Agreement on recruitment & selection	Section 31 Recruitment, promotion & staff development		
Section 22: Subsistence Allowances	Section 18: Subsistence Allowances		
Section 23: Travelling Expenses		No equivalent within AFC	Reps will need to ensure that trusts have policies in place that are no less favourable than former Whitley arrangements.
Section 24: Crown cars, mileage allowances and associated provisions	Section 17: Mileage Allowance.	No equivalent within AFC: GWC Section 24 (Part III): Loans for care purchase GWC Section 24 (Part IV (29-32): Arrangements for private use	The current provision within AFC for mileage is an abbreviated version only. The remainder is left to local provision. It should also be noted that this is the minimum

		GWC Section 24 (33-34): Liability for compensation of authorised official passengers injured (33) & carriage of unauthorised passengers	provision only and Staff Council has agreed that these can be improved upon locally. Staff Council will be reviewing the whole of Section 17 in 2006.
Section 25: Expenses of candidates for appointment		No equivalent within AFC	Reps will need to ensure that trusts have policies in place that are no less favourable than former Whitley arrangements
Section 26: Removal Expenses		Listed under Section 19: Annex O	Reps will need to ensure that trusts have policies in place that are no less favourable than former Whitley arrangements
Section 27: Reimbursement of telephone expenses		Listed under Section 19: Annex O	Reps will need to ensure that trusts have policies in place that are no less favourable than former Whitley arrangements
Section 28: Lecture Fees		Obsolete	Any lecturing duties should be covered through Job Evaluation.
Section 32: Procedure for settling differences in regard to Conditions of Service		Excluded from AFC	Should be covered by Trust Appeals Procedure
Section 34: Organisational Change: appeals		Listed under Section: Annex O	Reps should have local policies in place for appeals up to Board level for matters pertaining to Organisational Change.
Section 38: Facilities for staff organisations	Section 25: Facilities for staff organisations.		This section is to be reviewed in 2006.
Section 39: Joint Consultation Machinery	Section 26: Joint Consultation Machinery		

Section 41: Health awareness for NHS Staff		Listed under Section: Annex O	Reps should ensure adequate arrangements for staff to have access Occupational Health Services, and that joint arrangements exist for health promotion plus health & safety in the workplace
Section 42: Disciplinary & disputes procedure		Listed under Section 19: Annex O	All dispute procedures should be subject to local arrangements.
Section 43: A National Statement for participation of NHS Employers in the new deal		Obsolete	
Section 44: Working time Regulation	Section 27: Working Time Regulations		
Section 45: Redundancy Payment	Section 16: Redundancy Payments		
Section 46: Payment of Superannuation and compensation benefits on premature retirement through ill health		No equivalent within AFC	Covered by NHS Superannuation scheme
Section 52: Position of employers elected to Parliament		No equivalent within AFC	Reps may wish to incorporate arrangements into local agreements.
Section 53: Membership of local authorities		No equivalent within AFC	Reps may wish to incorporate arrangements into local agreements.
Section 54: Payment of annual salaries	Section 7: Payment of annual salaries		
Section 55: Preparation for retirement		No equivalent within AFC	Reps may wish to incorporate arrangements into local agreements.
Section 56: London Weighting	Section 4: High Cost Area Allowances		
Section 57: Statutory Sick Pay	Section 14: Sickness absence		
Section 58: NHS Reorganisation 1974: Continuity of Employment	Section 12: Contractual continuity of service		

Section 59: NHS Trusts – Continuity of Service	Section 12: Contractual continuity of service		
Section 60: Minimum Periods of Notice		No equivalent within AFC	Covered by statute. Improvements on the legal minimum may be negotiated locally.
Section 61: Annual leave and sick pay entitlement on re-entry into NHS Employment	Section 13 (annual leave), Section 14 (sick pay, Section 12 Contractual Continuity		
Section 62: Reorganisation staffing arrangement		No equivalent within AFC	Covered by HR Framework for commissioning a patient-led NHS.
Section 74: NHS Reorganisation – protection of pay & terms & conditions		No equivalent within AFC	Covered by HR Framework for commissioning a patient-led NHS.