

NOTE OF THE MEETING OF THE EXECUTIVE OF THE NHS STAFF COUNCIL AT HAMILTON HOUSE, MABLEDON PLACE, LONDON, WC1H – 5 MARCH 2007

ATTENDEES

1. A list of attendees and apologies is at Annex A.
2. Mike Jackson was in the Chair.

NOTE OF THE LAST MEETING

3. The note of the meeting held on the 31 January was agreed.

MATTERS ARISING

Questions and answers

4. It was confirmed that the Q&A to extend the protection period for “on call” in EI Sites had been agreed for publication. It was noted that the Q&A on the calculation of overtime pay for staff on protected pay had been published.
5. There was discussion on how the Staff Side’s proposals to link the agreed questions and answers into the relevant sections of the Handbook could be implemented. Employers representatives said that it was important that the status of the Q&As should not be changed but were happy to engage in further technical discussions outside the meeting to consider how best to take forward.

Action: Joint Secretaries

Radiography staff – Scottish Terms and Conditions Committee (STAC)

6. Staff Side said that they were not yet in a position to respond to STAC about the application of Annex U to the Radiography workforce but would be meeting with the Society of Radiographers to discuss.

Action: Staff Side

Mileage

7. A joint meeting of the sub group set up to review current mileage arrangements was scheduled for 2 April.

Abolition of band 1

8. Staff Side reported that it was still their intention to prepare a technical paper on the practical implications for the pay structure to support the abolition of band 1 and this would be available for discussion at a future meeting.

Guidance orthopaedic technicians

9. Staff Side confirmed that they would be forwarding comments about the guidance agreed by the Executive on orthopaedic technicians to JEG.

Action: Staff Side

Trade union facilities provisions

10. Staff Side reported that they would be submitting a paper for consideration at a future meeting.

Staff Council branding

11. Staff Side said that they continued to be concerned that jointly agreed documents published on the NHS Employers' website were issued without appropriate NHS Staff Council "branding".

IMPLEMENTATION OF AGENDA FOR CHANGE

Northern Ireland

12. A paper was circulated showing data at the 31st January (which remained unchanged to that of the previous month due to double counting of headcount figures)– 80% of the total workforce had gone through the matching process. 50% of the total workforce had been assimilated.
13. It was noted that the Health Department in Northern Ireland had written to all HPSS Chief Executives asking them to critically examine their organisations matching and assimilation processes to satisfy themselves that that the process would be complete before April 2007. Responses indicate that employers were putting necessary resources in place to bring implementation to a satisfactory conclusion. Staff Side said they remained concerned about the rate of progress.

Scotland

14. A paper was circulated showing data at the end of February 2007 – 80% of staff had been assimilated, 42% of staff have now received arrears of pay. The aim is to have 100% of staff Assimilated by 31st March and work is being undertaken with each Board to assess progress and provide support where required to ensure that everything possible is being undertaken to achieve this target. Protection figures are now being collated and the number of staff on protection as a result of transferring to Agenda for Change on 31 January 2007 was 2.8%. KSF, including e-KSF continues to progress well with a significant number of post outlines being developed. A two day Benefits Realisation event is scheduled to take place in March for e-KSF administrators and KSF Leads.

Wales

15. A paper was circulated showing data at 5 March – assimilation has increased by 4.8% - 76.75% assimilated with 90% ready to assimilate. 68% of staff in receipt of AfC pay have received arrears of pay. The current rate of review request is reported at 15.4% across Wales. Staff requiring protection has increased very marginally to 2.3%. KSF is progressing well - post outlines in development has increased to 70% with 11% approved, of which 23% cover staff in NHS Wales. Following the letter from the Director of NHS Wales a number of Chief Executives have identified the steps they would be undertaking to deliver on the timescales.

England.

16. At the last meeting Staff Side raised concerns about the implementation of Agenda for Change in some Foundation Trusts. Employers representatives said that they were planning to contact NHSFTs to find out if any further information relating to implementation rates in Foundation Trusts, would be available.

Action: Employers Side

JOB EVALUATION

Profile update

17. The latest profile update was noted.

Procedure for developing generic profiles

18. The guidance paper produced by JEG on the procedure and timetable for developing a framework for generic profiles to sit alongside “traditional” job family profiles was agreed.

Action: JEG

SHA support and contact

19. JEG’s paper set out emerging concerns about the role of the newly re-configured SHAs in relation to their support for job evaluation. There was general agreement that the workforce role of the new SHAs was not understood and it was not clear how SHAs would be taking forward their responsibilities in relation to Agenda for Change. It was agreed that the secretariat would prepare a joint letter raising these issues with the Department of Health.

Action: Joint Secretaries

Guidance for jobs which cross boundaries between NHS and Higher Education

20. The guidance paper drafted by JEG, about how to deal with jobs which appear to cross boundaries between the Health Service and Higher Education was agreed for publication. It was noted that this principal could equally apply to jobs which cross boundaries between the Health Service and Local Government.

Action: JEG

Monitoring report – Senior Managers

21. The monitoring report on Senior Managers (bands 8&9) circulated with the papers for the meeting was noted. Eleanor Ransom reported that associated draft guidance was being prepared by JEG. It was agreed that the guidance could be cleared by email.

Action: JEG

KSF

Work plan

22. Following discussion at the previous meeting the KSFG work plan had been re-drafted and circulated. The work plan had been amended to show how the process was designed to be simple and feasible to use. The amended KSFG work plan for 2007/08 was approved.

KSF – Social Partnership Forum paper

23. It was reported that a joint paper by NHS Employers and Staff Organisations on the KSF had been well received by the Social Partnership Forum. It was agreed that this was a good example of partnership working. It was noted that Ministers had agreed to give some support for the re-launch of KSF.

NATIONAL RRP REVIEW

24. It was reported that the University of Greenwich Business School (UGBS) who were undertaking independent research to support the review of the national RRP payable to some craft workers, were finalising their report. If completed, it was hoped that the Greenwich team would be able to present a summary to the next NHS Staff Council meeting on the 6 March. It would be ultimately up to the Executive to decide how to respond to the report.

MATERNITY – EDSG PAPER

25. The Equality and Diversity sub group (EDSG) had reviewed the maternity/adoption/paternity agreements in the handbook in light of the changes in the statutory regulations which take effect in April. EDSG's circulated paper, set out proposals for changes to the occupational maternity and related provisions required by statutory legislation. It was agreed that as the paper proposed changes to the national agreement it would require final endorsement by the NHS Staff Council on the 16 March.

AGE RELATED PROVISIONS IN THE TERMS AND CONDITIONS OF SERVICE HANDBOOK- EDSG

26. The EDSG had also reviewed the handbook to ensure that it was consistent with the requirements of the Employment Equality (Age) Regulations 2006. EDSG proposed some minor wording changes. It was agreed that the NHS Staff Council would be asked to endorse the recommendations at the meeting on 16 March.

REDUNDANCY PROTECTION

27. Staff Side raised concerns about the redundancy protection guarantee given by Lord Warner for redundancies falling out of CPLNHS. Staff Side said it was apparent that there was a number of employers who were unlikely to complete their redundancy processes by the end of June. As a consequence staff would be seriously disadvantaged. Staff Side said this was a matter of urgency that needed to be addressed and proposed extending the guarantee to 30 September 2007. Staff Side invited the employers side to make joint representations with them to the Department of Health on this issue.
28. Employers Side noted that the redundancy protection guarantee was made by the Minister of Health. They were unable to agree to making a joint approach to the Department. Staff Side said that they would be writing to Ministers on this.

PAY 2007/08

29. It was noted that the Government had announced its response to the Nursing and Other Health Pay Review Body's report on 1 March. To meet the Chancellors pay limit, pay rises for Agenda for Change Staff would be staged with:
- 1.5% being paid from 1 April 2007 and:
 - the remainder being paid from 1 November
30. Staff Side were angry with the way the announcement was handled this year. The process had been most unhelpful, information had been relayed badly and normal courtesy had not been followed.
31. Staff Side said that the Government had ignored the recommendations made by the independent Pay Review Body. This threatened the integrity of the system. A staged award would have a detrimental effect on staff morale. Staff Side said that they had concerns about what this meant for future working arrangements, in particular, around moving to a unified pay structure. Staff Side said they would be making further representations on pay at the NHS Staff Council on the 16 March.
32. Employers Side reported that NHS Employers would be writing formally to the unions on the Pay Negotiating Council to make an offer in line with that announced for staff under the remit of the review body.

Employer Side confirmed that a pay circular for 2007/08 could not be published until the PNC process had been exhausted.

ANY OTHER BUSINESS

33. The proposed Agenda for the Staff Council meeting scheduled for the 16 March was agreed.

Secretariat

March 2007

Staff Side

Mike Jackson	Chair, UNISON
Josie Irwin	RCN
Peter Finch	CSP
Kevin Coyne	Amicus
George Georgiou	RCM

Employers Side

Nigel Turner	Chair, Employer Representatives, HRD Royal Free, Hampstead
Colin Holden	Director of HR, Birmingham Hospitals NHS Trust
Christine Lloyd-Jennings	Director of HR, Plymouth Hospitals NHS Trust
Liz Nicholson	Director of Workforce & Communications, Surrey and Borders Partnership NHS Trust
Janis Millar	Scottish Executive
Deb Lomasney	National Assembly for Wales

Also in attendance

Gill Bellord	Head of Pay and Negotiations, NHS Employers
Eleanor Ransom	Project Manager (JEG)
Gill Rose	Project Manager (KSFG)
Sarah Roache	Department of Health (Observer)

Secretariat

Geoff Winnard	Secretary, NHS Employers
Liz Thornton	NHS Employers
Lynn Lythe	NHS Employers

Apologies

Hazel Robinson	National Assembly for Wales
Lorraine Owens	Northern Ireland – Health and Social Services
Jon Skewes	RCM
Sharon Holder	GMB