

## Briefing Note: 01 April 2020

### NHS Terms and Conditions of Service 2018 (NHS TCS 2018) – Contract Refresh - ENGLAND

The 1st April 2020 marks the start of the final phase of the three year pay deal agreed by the NHS Staff Council in 2018, covering staff employed on the NHS Agenda for Change Terms and Conditions

The deal continues to reform the pay structure and make changes to terms and conditions.

#### **So where are we now? ...**

From 1<sup>st</sup> April 2020 all staff in England will transition to the 2020 pay scale.

As we enter year three of the pay deal, we will continue to see the pay structure evolve in an effort to reduce the amount of pay points within each band.

The final year of the deal is also the first year that overlaps between all pay bands have been eliminated and the minimums of the paybands have reached the highest rates since the launch of the deal.

Click [here](#) to see how this transition has occurred.

#### **What's new this year...**

- **Consolidated payments**

You will notice that some pay points in the new pay scale are denoted with an asterisk. This is because the transition from the 19/20 pay scale to the 20/21 pay scale indicates a reduction in salary, to counter this, additional one-off consolidated payments will be paid in monthly instalments and pro-rata to the date of the individual moving to the denoted salary points which therefore means there will be no reduction in salary.

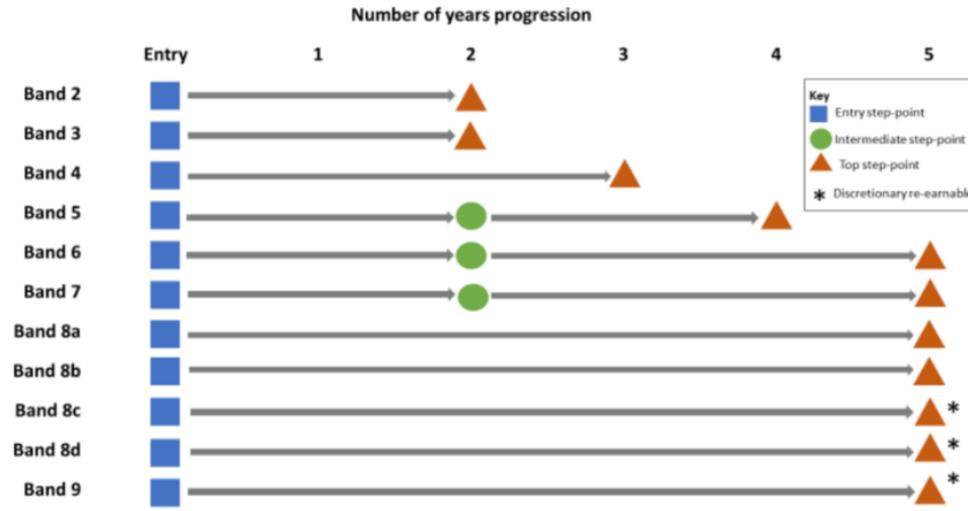
To view the consolidated values and the impact they have on the effected salary points please click [here](#)

Affected colleagues will be contacted via letter to breakdown this element of their pay.

- **Getting to grips with Pay Progression**

Automatic Pay progression has been a long-standing feature of the NHS terms and conditions however the 2018 contract refresh introduced a change to this automatic process. Over the course of the three year deal the pay bands have aligned to remove overlaps and reduce pay points between the max and the minimum. This year is now the final year before pay progression affect all staff from April 2021 onwards.

The below diagram highlights what the pay structure will look like for all pay bands from April 2021:



Full communications on pay progression are available on the [NHS Employers website](#).

NHSBT will be drafting our own communications and resources to help colleagues and managers navigate the new pay progression system from April 2021. We plan to publish these resources in early 2021.

In 2020 the only requirement of colleagues is to ensure they take part in their annual appraisal and if you are a manager, that you ensure the appraisals for your staff are completed in a timely manner.

### What's happening with allowances?

Allowances are also changing as part of the pay deal. The majority of allowances that are specific to NHSBT will increase by a standard 1.67% cost of living increase. Any increases to allowances will be visible on your April pay slip.

**Unsocial Hours Allowance** rates (USH) for pay bands 1-3 will continue to reduce in accordance with the NHS staff council agreement. These reduced rates result in the same cash value being paid per hour. Although these USH rates are reducing, this will be offset by the increases in basic pay for these pay bands.

Click [here](#) to view the unsocial hours rates (England) from 1<sup>st</sup> April 2020.

### More information is at your fingertips....

Please feel free to visit the dedicated [pay deal page](#) on People First.

[Click here](#) for a direct link to the NHS Employers website where there is an abundance of information surrounding the pay deal including frequently asked questions.

HR Direct are also contactable by phone on 27700 or [click here](#) to use the Self Service Tool to raise a query online with HR Direct.

You will also find helpful information and guidance available via your trade union representative or via the union web pages.