

Briefing Note 8: 14 February 2019

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

This is the eighth briefing regarding the Pay Deal. In this briefing we will provide you with more information on:

- Pay Progression
- Unsocial Hours (USH) - Choice exercise
- Band 1
- Cash Lump sums – April 2019

Pay Progression

NHS Employers have now released the guidance and documentation on the new pay progression scheme as promised. The information produced has been developed in partnership with trade unions nationally and is comprehensive. It includes a new revised section of the NHS Terms and Conditions of Service Handbook as well as a number of scenarios that will help colleagues to understand how to interpret the new arrangements.

If you would like to review the guidance documents they can be found [here](#).

As a project team we are currently working through the resources to fully understand how the changes to Pay Progression will impact our colleagues but here are some key initial points that colleagues should be aware of:-

- The new pay progression scheme comes into effect from 1st April 2019
- The scheme only applies to new starters or promoted colleagues from 1st April 2019. These colleagues will no longer receive automatic pay progression.
- Any colleagues in post before 1 April 2019 will not be affected by the new pay progression scheme until 1st April 2021 i.e. these colleagues will still track through their pay band automatically, unless they take on a new job role where the new arrangements will apply.
- The pay progression scheme will not replace the appraisal scheme however annual, high quality appraisals will play a key role in successful pay progression for colleagues and managers.

I'm a manager with direct reports - how am I affected?

If you are a manager and regularly conduct appraisals as a requirement of your role you need to continue to do this ensuring the appraisals are of good quality and timely (annually as a minimum).

Prepare yourself - click [here](#) to read through the new guidance to familiarise yourself with what's coming on Pay Progression.

NHSBT will be working on introducing a pay progression scheme in line with the NHS Employers guidance. We anticipate the scheme will have guidance and training for managers, regular updates from ESR on pay progression meetings due for your staff as well as comprehensive paperwork to complete.

We are also working on a pay progression policy to embed the new scheme in NHSBT. Further updates on this will follow.

Unsocial Hours – the choice is yours

As you will be aware the 2018 NHS pay deal brought about changes to the Ambulance Service Unsocial Hours (USH) Agreement. This directly affects NHSBT's Prototype (24/7) Unsocial hours arrangement which mirrors the Ambulance Service scheme.

Since the 1st September 2018 the prototype arrangement has been closed to all new starters and to colleagues changing role. These colleagues are now paid according to NHS Terms and Conditions Section 2 arrangements. Click [here](#) to view these rates.

Under the new NHS Terms and conditions of Service, NHSBT must give colleagues on the Prototype arrangements the choice to either remain on the Prototype arrangement or move to the Section 2 arrangements.

Work is now underway to analyse rotas of all departments affected to give colleagues accurate information to enable them to make an informed choice.

Conversations have taken place with the NHSBT Staff Partnership Committee and it has been agreed in partnership that the choice exercise for colleagues employed on Prototype arrangements in the ODT Duty Office and Hospital Services will be conducted during March 2019.

If you are affected by this, you will receive a letter in March enabling you to make your choice.

If you choose to move to Section 2 arrangements the effective date of this change will be the 1st April 2019. The change in pay will be visible in your May pay slip.

Further information will be readily available in the individual letters to affected colleagues along with detailed information available for managers.

In the case of colleagues in Logistics, it was agreed by NHSBT Staff Partnership Committee that the choice exercise for Logistics colleagues would take place at a subsequent date subject to the Logistics Review Programme. Managers and colleagues in Logistics will be kept informed of progress.

Band 1

Band 1 closed to all new starters from 1st December 2018 as per the Agreements in the pay deal. There will be no more Band 1 roles created in NHSBT. This change brings the NHS starting salary above the UK Living wage.

Cash Lump Sums

In April 2019 a cash lump sum payment will be awarded to colleagues who are on the top pay point of pay bands 2 to 9 on the 31st March 2019.

The cash lump sum is being made to deliver an additional 1.1% increase so, for affected colleagues, the total in year cash value of the award on basic pay and the additional cash sum in 2019/20 will be 2.8%

For bands 8d and 9 the cash lump sum will be capped at the value given to band 8c.

The lump sum will be paid to colleagues affected with April salaries and will be non-consolidated.

What updates are coming next ...

- Further update on Pay Progression

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.