

## **Briefing Note 7: 17 January 2019**

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

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

- Pay progression (April 2019)

#### **What's the latest on Pay Progression?**

We appreciate April 2019 is fast approaching and understand many of you will have questions around one of the next phases of the Pay Deal which is pay progression. In previous briefing notes, based on information at that time, we advised you that the system for progressing through your pay band was changing from the 1 April 2019. We also advised that at that point automatic progression on your Pay Step (incremental) date will cease.

However, NHS Employers have recently advised us that the new pay progression system will only come into effect for new starters and for colleagues promoted to a new role on or after 1 April 2019. For colleagues who were in post before 1 April 2019, current organisational pay progression procedures will continue to apply until 31 March 2021, after which time they will also be subject to the new provisions.

We understand that NHS Employers are currently in the process of finalising some guidance about these changes and that this will be available by the end of January. We anticipate the guidance will include:

- Check lists (manager, employee and organisation)
- Guidance (manager, employee and organisation)
- Transitional information
- A newly revised annex 23 (England)
- Pay step submission sample templates.
- Scenarios to show colleagues the impact

As soon as the information is received from NHS Employers, we will provide a full update on the changes to pay progression for new starters and promotions in another pay briefing.

#### **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 new 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.