

## Offer in principle

To the Workforce Partnership Forum Trade Union Side for Agenda for Change (AFC) staff from the Minister for Health and Social Services

20<sup>th</sup> April 2023

### Pay

#### 1. **Enhanced pay award 22/23** –

- a) Additional 3%;  
1.5% consolidated increase (backdated to April 2022), already implemented.  
1.5% non-consolidated payment, already implemented.
- b) A further additional one-off NHS recovery payment, with an average value of 3%.
  - The NHS Recovery payment will be a one off non-consolidated prorated payment for both substantive staff and bank workers on the following payment;
    - Band 1 to 4 £900
    - Band 5 to 8a £1,005
    - Band 8b to 8c £1,050
    - Band 8d £1,100
    - Band 9 £1,190

#### 2. **Implementation** –

- a) Pay Review Body recommended increases - already implemented in full.
- b) First 1.5% non-consolidated element made in March 2023 pay.
- c) Backdated 1.5% consolidated increase to be made in May 2023 pay.
- d) Additional one-off NHS recovery payment (payment date to be determined if offer accepted).

#### 3. **Pay award for 23/24** –

- a) 5% consolidated increase with effect from April 2023 if offer accepted (payment date to be determined if offer accepted).
- b) The investment in the bottom of the pay bands so that Band 1 and bottom pay point of Band 2 have an increase of 8% taking them to £22,720. Meaning in NHS Wales our lowest paid workers are paid significantly above the Real Living Wage rate from the 1<sup>st</sup> April 2023 of £10.90 as the new hourly rate proposed is £11.62.

#### 4. **Pay restoration** –

- a) Welsh Government commit to the principle of pay restoration to 2008 levels.
- b) Work in social partnership to make practical plans to meet this aim (including influence UK Government and Pay Review Body).

#### 5. **Pay Review Body (PRB) process** –

- a) Work in social partnership to influence changes to the PRB process for future years.

## **Treatment of Consequentials**

In line with our commitment to pay restoration, should the Welsh Government receive consequential funding from the UK Government as a result of the pay award for the NHS in England 2023/24 being more generous than the award made in Wales, or any other significant change in circumstances, we will agree to discuss the pay award in Wales.

### **Non-pay**

#### **1. Unsocial hours allowance**

- a) Reinstated after three weeks sickness absence with immediate effect. (Remains the permanent position if this offer rejected).
- b) With effect from 1<sup>st</sup> March 2023, for a twelve month period, USH will be reinstated after one weeks sickness absence.
- c) Monitoring of this additional change will be undertaken in the context of relevant wider partnership discussions for example around flexible working.
- d) Work in social partnership to review how the policy is implemented to ensure fairness, industrial injuries are properly recognised, and that staff are not discriminated against in line with the Equalities Act 2010.
- e) After twelve months there will be a formal review in partnership with the expectation that the USH reinstatement after one weeks sickness absence will be made the permanent position.

#### **2. Career progression**

- a) Review career progression arrangements starting with nurse and other health care professional's progression from band 5-6.
- b) Shared aim of improving ability for individual progression in their professional field/staff group.
- c) Development of a framework (including an implementation plan for career progression) by Summer 2023.
- d) Implement recommendations of the nurse preceptorship scheme report.
- e) Utilise this work to consider developing similar schemes across other Staff groups.
- f) Job evaluation - review job descriptions which are over three years old.

#### **3. Flexible Working**

- a) Implement the principle that acceptance of flexible working becomes the default across the workforce unless there are clear reasons to decline.
- b) Deliver an all-Wales policy on flexible working by September 2023.

#### **4. Working Hours**

- a) Explore reducing hours in the working week for Agenda for Change staff with the aim of moving to a 36-hour working week without loss of earnings.
- b) Working group to report by Autumn 2023 on feasibility and implications (service provisions, safe staffing levels, staff wellbeing, and costs).
- c) Working group will develop a plan including timeline for the move to a 36-hour working week without loss of earnings.

## **5. Reduction in use of agency**

- a) Work in social partnership to reduce reliance on agency workers through all means possible including adherence to the NHS Agenda for Change Terms & Conditions.
- b) Incentivise NHS employment e.g. weekly pay, annualised hours, additional hours.
- c) Review the use of overtime and bank rates to incentivise.
- d) Any extra hours added onto the end of the shift due to work pressures will be paid at overtime rates across all roles.

## **6. Retention Strategy**

- a) Implement and monitor recommendations contained in;
  - National Workforce Implementation plan,
  - Nursing Retention Plan due in April 2023,
  - other professional group retention strategies (including the review of Birth-rate Plus Report).
- b) Identify recommendations which may be transferrable across all Agenda for Change groups.

## **7. Retire and Return**

- a) Deliver an all-Wales policy on retire and return by September 2023.
- b) Reissue and reaffirm retire and return principles and make these mandatory minimum standards from May 2023.
- c) Make joint representations in social partnership to UK Government to explore options for future pension flexibility regulation changes to aid retention and facilitate early retirement.

## **8. Health and well-being**

- a) Work in social partnership to deliver a programme of changes that improve individuals experience of work including;
- b) Support for individuals to enable people to remain in work or return from absence as quickly as possible.
- c) Ensure that support for the mental wellbeing of staff has parity with physical wellbeing support.
- d) A focus on redeployment (including cross boundary working) rather than sickness absence when this is appropriate.
- e) Full implementation of the Fatigue and Facilities and Midwives Caring for You Charters.

## **9. Continuing Professional Development (CPD)**

- a) CPD is included as a priority in the National Workforce Implementation Plan is led by HEIW. This will include;
  - incorporate the output of the staff welfare project
  - identify key benefits in staff retention, working at top of licence, utilising whole workforce and delivering prudent health care
  - have the long term goal for all staff protected time as parity with medics but set specific steps to achieving that which are realistic and achievable.
- b) Alongside this, the WPF Business Committee will jointly;

- immediately reaffirm the current expectations of employers to enable regular CPD time to support the maintenance of professional registration
- develop an all Wales approach which guarantees protected time for staff CPD (with the aim, over time, of extending this guarantee to all NHS staff learning and development).

#### **10. Partnership Agreement Hub**

- a) Create a Partnership Agreement Hub by July 2023 which will;
- b) disseminate agreements,
- c) track progress, and
- d) hold the relevant organisations to account for delivery and compliance with terms & conditions and all-Wales policies.