



NHS pay award

Guidance for RCN representatives in England

This briefing sets out key details about the Agenda for Change contract changes, giving you information to use in communications with members. Please get in touch with your regional office if there are any other issues not covered in this briefing.

Pay day – what will staff receive in July pay packets?

- Members employed by the NHS in England can expect to receive the first part of their uplift in July's pay packet, however the back pay (covering April to July) and any incremental increase due in this period should be paid in August.
- Staff on the top of their pay bands (around half of the Agenda for Change workforce) will get an uplift of 3% immediately. Those members of staff currently at the bottom point will see an increase of over 3%. The initial increase for most other staff will typically be 1.5% until they reach their normal incremental pay date.
- NHS staff are used to the separation of 1 April pay uplifts and their main pay increase on their date of appointment and their incremental pay date will not change.
- Please encourage members to look at the individual pay calculator:
www.nhsemployers.org/your-workforce/2018-contract-refresh/pay-journey-tool
- This document also provides useful information about reading the pay scales for existing members of staff
www.nhsemployers.org/case-studies-and-resources/2018/07/reading-your-pay-journey
- See below for worked up examples of members' pay journeys
- You can reassure members that once they have reached their incremental pay date, their annual salary will have increased in 2018/19 by more than 3% - and in some cases significantly more than 3%.
- It was always going to be challenging to make the necessary pay roll changes just as the school holidays start - employers had planned for back pay to be awarded in July but unfortunately this wasn't achievable.
- Members should be advised that if they have any queries about their payslips, they should ask their payroll department for advice in the first instance.
- Please make sure that members use the pay calculators designed for existing staff. There is also a chart setting out new starting salaries; this provides different information and is potentially confusing for members when working out their pay over the transition period from 2018/19 to 2020/21. Here is the chart setting out new starting salaries in the AfC handbook:
www.nhsemployers.org/tchandbook/annex-1-to-3/annex-2-pay-bands-and-pay-points-on-the-second-pay-spine-in-england



Example pay journeys

<p>Band 3 point 6 Incremental date: August</p> <p>2017/18 salary: £16,968 April 2018: £17,787 (+4.8%) August 2018: £17,787 Increase in annual salary (2018/19) of £819</p> <p>April 2019: £18,813 August 2019: £18,813 April 2020: £21,142 August 2020: £21,142</p>	<p>Band 5 point 18 Incremental date: January</p> <p>2017/18 salary: £23,597 April 2018: £23,951 (+1.5%) January 2019: £24,915 (+4%) Increase in annual salary (2018/19) of £1,318</p> <p>April 2019: £26,220 January 2019: £26,220 April 2020: £27,416 January 2020: £27,416</p>
<p>Band 6 point 29 Incremental date: November</p> <p>2017/18 salary: £35,577 April 2018: £36,644 (+3%) November 2018: £36,644 Increase in annual salary (2018/19) of £1,067</p> <p>April 2019: £37,267 November 2019: £37,267 April 2020: £37,890 November 2020: £37,890</p>	<p>Band 7 point 32 Incremental date: February</p> <p>2017/18 salary: £39,070 April 2018: £39,656 (+1.5%) February 2019: £41,034 (+3.5%) Increase in annual salary (2018/19) of £1,964</p> <p>April 2019: £41,486 February 2019: £43,772 April 2020: £44,503 February 2020: £44,503</p>
<p>Please note that annual increases in salaries shown above will be reflected in an increase in monthly pay - not as a lump sum payment</p>	

Pension contributions

Some staff will be lifted up to a higher pension contribution tier as a consequence of the pay deal and any gains for a pay increase will be negated by a higher contribution. Of course, there will always be situations after any pay increase (or promotion) where staff can end up paying more on their pension and/or tax. It is important to remember that paying into a pension scheme is providing deferred income for retirement not a cut.



Key points of the pay deal

Please remember that the deal has resulted in the end of the Government pay cap. It has involved a complete restructure of AfC and achieved:

- Immediate introduction of an above-living wage rate for NHS staff receiving the lowest salaries in the NHS
- Increase to the value of the full rate for the job by at least 6.5% over three years
- Reduction of the amount of time that it takes existing staff to reach that full rate for the job
- Increase to starting salaries in all bands
- No cuts to annual leave or unsocial hours earnings for any staff. There have been some changes made to the way unsocial hours are calculated in bands 1-3 but this will not result in unsocial hours pay being cut.
- In addition, members can be reassured that if an unusual and unpredicted situation occurs somebody loses out, we have contractual protection for them.

Next steps on the pay deal

We now have work to do on other areas of the pay agreement including pay progression, apprentice pay, bank and agency and sickness absence.

Different working groups will be working on specific areas with representatives from all the staff side organisations, and a mix of full-time staff and lay members and the first meetings of most groups will take place towards the end of August. Staff side priorities are apprentice pay, closure of band 1 and pay progression. We will keep members informed about developments and decisions via links to our NHS pay website.

We will keep the FAQs updated on the joint union website www.nhspay.org/faqs/ as soon as decisions are made and information is available. Please let your regional office now if there are more FAQs we should be covering.

NHS trade unions are considering joint union training at local level for the late Autumn/Spring next year on the transition to the new pay structure and the new further agreements as they emerge for reps and officers. We will let you have more information on this in due course.

Pay rises for staff in non-NHS providers for NHS commissioned services

Guidance about eligibility for funding can be found at:

www.gov.uk/government/publications/agenda-for-change-pay-deal-funding-for-2018-to-2019

DHSC arm's length bodies, CCGs/CSUs and non-NHS non-statutory bodies that employ staff on Agenda for Change contracts will be able to apply for funding. Social enterprise companies that do not have like for like AfC contracts will not be able to access funding and many other independent/private sector health and social care providers will find themselves in a similar position. This will be very challenging for these organisations in respect of recruiting and retaining staff and may be difficult for our members to understand. We will continue arguing and lobbying for more funding for social care and for sector wide bargaining arrangements.