

## **THE NHS STAFF COUNCIL WORKING IN PARTNERSHIP**

The Rt Honourable Jeremy Hunt  
Secretary of State for Health and Social Care  
Office of the Secretary of State for Health and Social Care  
9<sup>th</sup> Floor  
39 Victoria Street  
SW1H 0EU

Dear Secretary of State,

Following the meeting of the NHS Staff Council today (27 June 2018), we are writing jointly to confirm that the employer and staff side have now formally ratified the changes to the NHS Terms and Conditions of Service and the Framework Agreement on the reform of Agenda for Change.

As you will be aware, these changes were made possible by the additional funding that Government confirmed would be made available, if agreement could be reached on a package of reforms to the NHS terms and conditions of service (Agenda for Change), that supported recruitment, retention and productivity.

Through partnership working, and following a complex set of negotiations, employers and trade unions reached an agreement, which trade union members have now voted overwhelmingly in favour of, following their consultative ballots.

We believe that the agreement we have reached will:

- support attraction and recruitment to the NHS by increasing starting salaries in all pay bands
- help staff retention by increasing basic pay for staff and making sure the majority of staff reach the top of their pay band more quickly
- increase staff engagement and productivity by linking better future appraisal and development to progression through the pay system

Employers and trade unions have today incorporated the changes outlined in the framework agreement in to the NHS Terms and Conditions of Service Handbook.

We are sure that you will concur that the agreement is good news for staff and good news for patients, and provides employers and staff greater certainty over the next three years. We look forward to receiving your agreement so we can begin implementation of the reforms.

Subject to your agreement and the release of the additional funding required, the changes to NHS Terms and Conditions, including changes to the pay structure, will

be implemented from 1 July 2018. Changes to pay will be paid retrospectively to staff from an effective date of 1 April 2018.

The NHS Staff Council will hold further discussions over the coming months on how to introduce all aspects of the agreement. This work will include, a framework on apprenticeship pay, the closure of Band 1, further details on the new pay progression system, the various enhanced leave provisions agreed, a collective framework on bank and agency working, and work on improving health and wellbeing to improve levels of attendance in the NHS.

The NHS Staff Council will take a lead role to monitor the implementation of the changes to terms and conditions, and will work with NHS Improvement to identify what role it will play in the roll-out of these changes.

The NHS Staff Council will also receive updates on the progress of negotiations about whether and how the agreement will apply in Scotland, Cymru/Wales and Northern Ireland.

We look forward to your response, so that these reforms can begin to be enacted with immediate effect.

Signed

A handwritten signature in black ink, appearing to read 'Jon Lenney', with a stylized, cursive script.

Jon Lenney – Employer side Chair of the NHS Staff Council

A handwritten signature in black ink, appearing to read 'Sara Gorton', with a stylized, cursive script.

Sara Gorton – Staff side Chair of the NHS Staff Council