

TRADE UNION OFFICE - HSC

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4th July 2018

Andrew Dawson
Director of Workforce Policy
Castle Buildings
Upper Newtownards Road
BELFAST
BT4 3SQ

Dear *Andrew*,

AGENDA FOR CHANGE (REFRESH) FRAMEWORK AGREEMENT – INCLUSIVE OF PAYSACLE RESTRUCTURING FOR HSC NORTHERN IRELAND

Thank you for your letter of 28 June 2018.

As previously stated, the HSC Trade Unions and Staff Side organisations are now in a position to engage with employers and departmental representatives as a matter of urgency on the above issues.

To do this effectively:

- (1) There will need to be high level involvement and participation from the DoH and a meeting with the Permanent Secretary on or before the next JNCF Business Committee on 23 July 2018 is essential in order to agree process.
- (2) We will need immediate sight of the scoping/pay profiling that the DoH was undertaking (including your work associated with the 2018/19 PRB)?
- (3) Trade Union Side has identified specific data necessary to inform our discussions and will be writing to you in the next few days confirming this detail.
- (4) Key and recent developments that need to inform and influence our discussions must include:
 - The Framework Agreement on the proposed reform of NHS Pay Structure for Agenda For Change staff;
 - Proposals for Reform of Agenda For Change (AFC) in NHS Scotland;
 - HM Treasury announcement supporting Framework Agreement with substantial additional investment for the next three years, which would see associated consequentials flowing to Northern Ireland in the autumn budget according to the Barnett formula.
 - Any other pay bids made by the Department in current year?

Our aim in all of this must be to ensure that a remit is submitted and approved that will result in an outcome whereby staff working in the HSC in Northern Ireland are on comparable AFC Pay scales to their NHS counterparts in other countries.

As we celebrate the 70th Anniversary of the NHS later this week it would be a positive and important message to communicate to staff that the Department, the

Employers and the Trade Unions are committed to pay restoration in Northern Ireland and valuing the workforce who provide exemplary service delivery. Additionally, such changes would undoubtedly support recruitment, retention and productivity.

HSC staff who continue to provide health and social care here in the absence of a Minister and Executive should not be financially disadvantaged and that the risk to the public of further instability in the workforce should not be underestimated

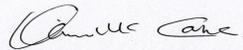
Yours sincerely

TRADE UNION JOINT SECRETARIES

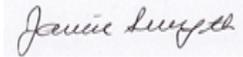
Yours sincerely



Anne Speed
Lead Joint Secretary



Kevin McCabe
Joint Secretary



Janice Smyth
Joint Secretary



Trade Union Chairperson
Cc WHSCT HR Director