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26th July 2018

Andrew Dawson
Director of Workforce Policy
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**AGENDA FOR CHANGE (REFRESH) FRAMEWORK AGREEMENT –
INCLUSIVE OF PAYSCALE RESTRUCTURING FOR HSC NORTHERN
IRELAND**

Dear **Andrew**,

Further to our discussions at the JCNF business committee meeting on the 23rd July we undertook to write to you to outline our position in terms of the Agenda for change refresh in 2018.

You will appreciate that the other 3 jurisdictions have now moved to agreement, notwithstanding that Scotland and Wales are still balloting on proposals. Information on these pay deals/proposals is readily available.

The cost element for each of those proposals was shared in the spirit of partnership working in the other UK countries. It is essential that scoping information and costing models undertaken by the DH here is shared in order for us to reach an agreed proposal which we can recommend to our membership. One point that we would iterate at the outset is that our members wish to see the rates of pay that have been applied in Scotland, applied to HSC staff in Northern Ireland. We believe this is important in order to ensure that our staff are paid in line with the best offer in the UK and we can recruit and retain staff in what is a very competitive market.

In relation to the proposals agreed and progressing in Scotland and Wales we would wish to mirror the broad principles contained in those agreements notwithstanding the variations that currently exist in all 4 countries.

There are a number of points that are part of the agreements in England, Scotland and Wales that require agreement at the outset, in relation to the implementation date, transitional arrangements and the dates of application of strands of the agreement.

This will ensure there is no detriment to staff in Northern Ireland as a consequence of our unique government situation

In order to engage effectively we will require a commitment from the department and employers that every effort will be made to take a joint approach to analysis or modelling commissioned to support discussions. It is vital that trade unions have confidence in the workforce and financial information that underpins discussions.

Information

- The number of HSC staff by whole time equivalent by AfC pay band by pay point within AfC pay band for each of the pay years for each of the last 5

years for which data is available (i.e. WTE for 2017/18, 2016/17, and so on) and in addition, the breakdown for occupational groups. And any planning or predictions the department has made that would represent significant changes to that distribution

- The HSC agenda for change staff pay bill band for each of the pay years for each of the last 5 years for which data is available (i.e. for 2017/18, 2016/17, and so on).
- Confirmed details of funding available from the treasury (Barnet consequential) to fund the AfC deal for HSC staff here

Modelling

- An analysis of the cost of implementing the proposed Scotland pay model using Northern Ireland WTE distribution across the pay scales
- Information collated from the scoping exercises the department has carried out

If this information can be provided we look forward to meeting on Friday 3 August. At this meeting we would seek to agree dates to meet in order to reach a conclusion to this process by the end of September 2018. It is vital that we can

agree a proposed deal as soon as is practically possible if we are to avoid industrial unrest and further destabilisation of the HSC workforce.

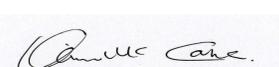
Yours sincerely

TRADE UNION JOINT SECRETARIES

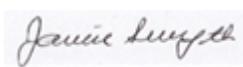
Yours sincerely



Anne Speed
Lead Joint Secretary



Kevin McCabe
Joint Secretary



Janice Smyth
Joint Secretary



Trade Union Chairperson