

Next steps for organisations

The proposals put forward by the NHS Staff Council (England only) have been accepted. The NHS Staff Council will sign off the deal at the NHS Staff Council meeting on 27 June. Changes should come in to force from 1 July with pay backdated to 1 April.

- ✓ Have your HR leads met with staff side colleagues to establish partnership working arrangements for the implementation of the deal?

New pay arrangements in July and backpay to 1 April

NHS Employers has been working with ESR to ensure the pay structure and values are changed, and staff are automatically assimilated to the new structures.

- ✓ Has ESR contacted your organisation regarding maintenance of your staff records? If so, work with them to correct any errors.
- ✓ Have you undertaken the necessary preparations to pay backpay as soon as possible? What is the capacity of your payroll team to undertake this? (given junior doctor rotations in August).

What benefits of reform will there be for your organisation?

An updated NHS terms and conditions of service handbook will be published in time for 1 July 2018:

- ✓ Do you have a plan in place to maximise the benefits to your organisation, such as:
 - The re-profiling of band 1 jobs?
 - The closer link between appraisal and pay progression?
- ✓ If you are an ambulance trust, do you have a plan for the introduction of Section 2 for new starters, those affected by a change of role, and those moving voluntarily to Section 2?

Closure of band 1 to new entrants on 1 December 2018

The NHS Staff Council will be providing supporting guidance on upskilling existing band 1 roles to band 2.

- ✓ Does your organisation have a plan to manage the workforce impact of band 1 closing?
- ✓ How many band 1 jobs does your organisation have?
- ✓ What opportunities does this present in re-designing jobs at this level, and upskilling existing band 1 staff?

A new system of pay progression, in force from 1 April 2019

The NHS Staff Council will hold further negotiations on the detail of the new system and issue further guidance. NHS Improvement will have a role in monitoring the new arrangements.

- ✓ The new system builds on the changes negotiated in 2013 - do you understand your current appraisal system? Does it link to values and behaviours?
- ✓ Have you got a local policy negotiated in partnership?
- ✓ Does your organisation use ESR Self Service (ESS)? If not, do you have a plan to introduce it?

NHS Terms and Conditions of Service contract refresh | 2018

Years in band	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9
1	17,460	17,460	17,787	20,150	23,023	28,050	33,222	42,414	49,242	59,090	70,206	84,507
2			18,429	20,859	23,951	29,177	34,403	44,121	51,737	61,105	73,132	88,563
3			18,608	21,582	24,915	30,070	36,111	45,827	54,625	63,966	76,707	92,814
4			19,122	22,238	25,934	31,121	37,161	47,798	57,515	68,256	80,606	97,269
5			17,787	19,700	22,460	26,963	32,171	38,344	49,969	59,964	71,243	85,333
6		18,702	20,448	23,363	28,050	33,222	39,656					
7					29,608	34,403	41,034					
8						36,644	43,041					
9												

Reforms are being made to the pay structure in each year of the pay deal. Resources are available on the NHS Employers website showing how the pay structure will change over the three-year deal.

As now, pay will increase through a mixture of cost of living awards (in April each year) and increases through the pay steps. Staff can see their individual pay journeys on the NHS Employers website.

Find out more

Visit www.nhsemployers.org/2018contract for more information.

NHS Staff Council work programme

The agreement commits the Staff Council to further work on:

- ✓ apprenticeship pay
- ✓ the pay progression system
- ✓ enhanced shared parental leave, child bereavement leave, and a national framework for buying and selling annual leave
- ✓ improving health and wellbeing to improve levels of attendance in the NHS
- ✓ exploration of a collective framework for bank and agency working
- ✓ monitoring the implementation of the deal.