

# PAY DEAL REVIEW AS COST OF LIVING SOARS

The soaring cost of living has led to a vote by senior health activists of UNISON, the UK's largest health union, to trigger a re-opener clause on a multi-year pay deal.

The call for a better pay deal by UNISON's Health Executive comes in the wake of increases in the costs of fuel, energy and food which are driving inflation beyond the 2% assumption made at the time of the agreement earlier this year.

John Gallacher, UNISON Regional Organiser said: "Health workers are already struggling to cope with almost daily increases in the cost of basic necessities such as food and energy. The re-open-



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*John Gallacher,  
Regional Organiser*

er clause was central to this year's multi-year pay talks because it provided a much-needed safety net against just this situation.

"UNISON will be gathering evidence to present to the independent Pay Review Body to show that there have been significant changes since the deal was negotiated in the spring".

"Our members reluctantly accepted 2.75% this year but the 2.54% and 2.5% increases negotiated for the next two years now fall well short of all expected inflation figures." UNISON will work with the other health unions to submit new evidence to the NHS Pay Review Body and make the case that the pay rates for 2009/2010 should be reviewed.

## And Scotland says.....

Tom Waterson (Chair) said: "Remember what the 2008 Scottish pay circular says 'The Scottish Government will publish further circulars to confirm the published pay bands for 2009/10 and 2010/11'. The Health Committee does not accept that pay is a done deal unless and until the 're-opener' provisions are concluded to our satisfaction".



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## committee news

### Scottish Terms & Conditions Committee

#### Recent agreements include:

- [www.sehd.scot.nhs.uk/pcs/PCS2008\(AFC\)04](http://www.sehd.scot.nhs.uk/pcs/PCS2008(AFC)04) - Payment on account 2008
  - [www.sehd.scot.nhs.uk/pcs/PCS2008\(AFC\)06](http://www.sehd.scot.nhs.uk/pcs/PCS2008(AFC)06) - Rates of pay for staff who undertake on-call duties on a less than 1 in 12 basis under Agenda for Change"
    - \*New procedures for: Disputes Procedure ; Evaluating New Jobs, 'Blocked' matching.
- The August 28th meeting saw further agreements on:
- First Aid Allowance (£345 per annum);
  - Transitional Points definition.
- The Staff Side lodged Scottish claims for :
- increased mileage rate for leased cars;
  - RRP for joiners;
  - payment towards Registration Fees.
- Negotiations continue on :
- Medium Secure Unit Allowance;
  - USH for Ambulance Service;
  - Pay Protection;
  - Rolled Up Holiday pay;
  - Annex T.

Your UNISON representatives on STAC are: *Tom Waterson, Lilian Macer, Catherine Mackay, Glyn Hawker (Chair), Willie Duffy (Secretary) Subs : John Gallacher, Jane Anderson, Karen Di Cara, Alex Joyce, Mick McGahey.*

Scottish Terms & Conditions Committee website:  
[www.stac.scot.nhs.uk](http://www.stac.scot.nhs.uk)

### Scottish Partnership Forum (SPF)

The Scottish Health Committee will be ensuring effective union input to all the streams of 'Better Health, Better Care'. Kevin Woods, Chief Executive NHS Scotland recently confirmed commitment to proper partnership engagement.

NHS Staff Side will be meeting Nicola Sturgeon, cabinet Secretary, in September 2008, to discuss inter alia, Pay 2009 and the 're-opener' provisions.

The 2008 Accountability Reviews gave local Staff Sides open access to the Cabinet Secretary to raise issues of local concern. Cathy Miller (GG&C) raised issues in GG&C around nursing levels and morale; budget cuts. Commitments were given to take stock on the review of Community Nursing and the handling of phased return from long term sickness.

Your UNISON representatives on the SPF are: *Tom Waterson, Aileen Stewart, John Gallacher (Secretary). Subs: Eddie Egan, Sandra Dee Masson, Alex Joyce.*

### Folks around the table

#### Thanks Nicola

Tom Waterson (Chair) paid handsome tribute to the work of Nicola Morris in supporting the Scottish Health Committee, its work programme and campaigns. Nicola is off on maternity leave. John Gallacher (Secretary) said "Help ma Boab, come back quick!"

#### From Fife to the Government

Wilma Brown ( nee Russell, FIFE) is also off. Not on granny leave, but to take up a great secondment opportunity as 'Partnership' Associate in the Scottish Government. Wilma will be keeping her hand in with the Fife branch. A spokesperson for the Scottish Government said: " We were particularly impressed by Wilma's juggling skills."

#### And from Lanarkshire to Toronto

Lil Macer has been sent by UNISON UK to Toronto on a 'leadership' development programme (spying mission). Karen Jennings did not say " We hope when Lil returns in future she will know how to lead the bears.....!"



### Scottish Workforce and Governance Committee

A Review of PIN Policies is underway and the Committee will field participants to all the review groups.

UNISON continues to have its say on Sickness Management and Uniform Policy.

Your UNISON representatives on the SPF are: *Mandy Robertson, Sandra Dee Masson, Jane Anderson, David Forbes (Secretary). Subs: Karen Di Cara, Alex Joyce.*

Ed. Any updates and items from local Area Partnership Forums( APF's) to share with other branches, please send to [john.gallacher@unison.co.uk](mailto:john.gallacher@unison.co.uk)

# JMEG

Job Evaluation Monitoring Group 2 (JMEG2) have met on several occasions to consider the monitoring data which is being collated from the CAJE system.

Data is gathered on the basis of organisational use of national profiles, and presented in line with Agenda for Change job family groups. The job families which have been processed so far include Support Services, most of Allied Health Professionals and most of Nursing and Midwifery.

Job families groups which are still outstanding are: Administrative Services and Health Service Sciences which will be considered by the group at future meetings.

Your UNISON representatives on JMEG are: *John Gallacher, Lilian Macer, Catherine Mackay.*

## Around Scotland (Branch News)

In early September **Lothian Health Branch** launches its Personal Development Plan (PDP) project for all its stewards.

**Ayrshire & Arran** – 'A Day at the Races' very successful members day out at Ayr races as part of the NHS 60th anniversary celebration. They also have a new Branch Office at Crosshouse hospital.

**Lanarkshire** - 382/1010 successful band increases in review process so far!

**GG&C** - Stopped privatisation of Occupational Health service!

*Ed. All local stories welcomed by john.gallacher@unison.co.uk.*

## South of the Border (UK News)

The UK Service Group has set up a new standing sub-group on 'Devolution'. Lil Macer and Alex Joyce are members. Aileen Stewart is a member of the Service Group Executive (SGE) 'Privatisation' Sub-Group. Lil Macer won re-election as Chair of the SGE.



## The Scottish Health Awards 2008



The Scottish Health Awards 2008 will be held on Thursday 6th November, and will recognise and reward Scotland's most committed and caring NHS workers. UNISON Scotland and the Lothian and Ayrshire and Arran branches are proud to be one of the sponsors of the awards, which give recognition to workers in the NHS in Scotland and those working in health services for the vital role they play in society. People who might be in jobs that normally don't have a high profile and who generally should be recognised for their commitment to the NHS and their loyalty and devotion to their patients. People who genuinely make a difference! **The deadline for nominations is Monday 8th September 2008, so get those nominations in quick!**

[www.scottishhealthawards.com](http://www.scottishhealthawards.com)

## Supporting our fellow workers in Local Government

UNISON's health branches turned out in support of their fellow workers in local government who were out on strike on 20th August 2008.



Branches supported the many lunch time rallies and pickets across the country. Donations to the UNISON Scotland strike fund flew in including a 'biggin' from GG&C branch. Thanks Cathy!



**In the meantime, to fill the space, joke of the month.**

Shona Robison is launching the latest obesity strategy. In frustration she says, 'There's far too many Scots who are mark F'. Questioner from the audience confused by latest buzz word, 'What's Mark F?' 'Obvious' says Shona, 'It's a size up from a marqueE!'



# Ask Duffy

\*\*\*\*\*DISCLAIMER\*\*\*\*\*

Please note any there is no truth in the rumour that UNISON's Willie Duffy ever had hair like today's Duffy even in the 70's!

**Dear Duffy,**  
*What Should I get paid when I'm on leave under Agenda For Change?*

**Short Changed,**  
*Port Glasgow*

**Dear Shorty,**  
Circular HC/86/08 covers this. The NHS Staff Council is going to develop guidance to NHS organisations on the calculation of annual leave pay consequent on the implementation of the new Unsocial Hours agreement (Section 2 and 13 of the NHS Terms & Conditions Handbook).

Following representations from a number of branches a major problem has been identified. This was raised by UNISON at the Staff Council on 1st July 2008 and it was agreed that the Staff Council Executive would issue guidance.

The problem is as follows.

Prior to the implementation of the new unsocial hours regime from 1st April 2008, unsocial hours were governed by an interim agreement detailed in Section 2 of the Handbook. The main thrust of the interim agreement was that staff should remain on their former Whitley Council unsocial hours arrangements.

The former Whitley arrangements had differing methods of calculating annual leave pay. Ancillary staff received their holiday pay based on a normal rostered working week including unsocial hours whilst others such as nurses and midwives did not. To ensure this discrimination did not continue during the

interim agreement a new clause (13.9) on annual leave pay was agreed in 2004 that stated.  
13.9 Pay during annual leave will include regularly paid supplements including any recruitment and retention premia, payments for work outside normal hours and high cost area supplements. Pay is calculated on the basis of what the individual would have received had he/she been at work, but during the interim regime (as described in Section 2):

- existing arrangements will be undisturbed for staff groups who already receive payments for working outside normal hours in respect of annual leave.
- staff groups who do not currently receive full payment will do so by means of the standard formula based mechanism used to pay unsocial hours in respect of the statutory leave entitlement. The formula is 11.59 per cent instead of 8.33 per cent of the unsocial hours payments in each pay period.

This had the effect of allowing staff such as Ancillaries to continue to receive regular pay including unsocial hours but ensured that other staff such as Nurses received unsocial hours in their annual leave pay by way of an 11.59% addition.

The Handbook was amended from 1st April 2008 to reflect the harmonised unsocial hours arrangements and all references to the interim regime and interim methods of calculation were removed. The new clause now reads as follows:

13.9 Pay during annual leave will

include regularly paid supplements including any recruitment and retention premia, payments for work outside normal hours and high cost area supplements. Pay is calculated on the basis of what the individual would have received had he/she been at work, The purpose of the amendment was to delete all reference to the interim arrangements and to ensure all staff were paid according to the principle, '...of what the individual would have received had he/she been at work'.

It has become apparent that some NHS organisations and their payroll departments have engaged with their local trade unions to agree changes to the payroll systems to effect this, others have simply applied the previous 11.59% methodology to all staff. In some cases that have meant that some staff have received a reduction in their holiday pay.

UNISON believes this must be remedied as staff are entitled to normal pay under the working time regulations and in any case, 11.59% does not implement the principle, '...of what the individual would have received had he/she been at work' for many of our members.

I hope that that complex explanation is understandable. We hope to issue agreed advice as soon as possible.

STAC is also looking at this as there are particular implementation issues in Scotland.

DUFFY