

Implementing 2023 Agenda for Change Reform - Non-Pay Elements

Board Seminar – May 2024

Background

Agreed by Ministers in early 2023 to resolve pay dispute relating to Agenda for Change staff, focussed on improving working lives and wellbeing. Heads of agreement focussed on making recommendations re:

1. Reduction in working week to 36 hours over three years
2. Introduction of protected time for learning to support CPD
3. Review of Band 5 Nursing roles to reflect additional responsibilities
4. Modernising other terms and conditions (e.g. salary progression)

Recommendations of partnership sub groups made to Scottish Terms and Conditions Committee (STAC) November 2023

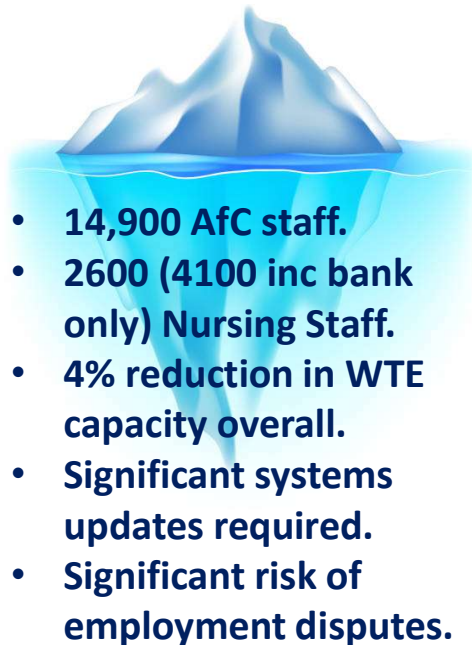
1-3 proposed for implementation from 2024, subject to testing RWW, with fourth to form part of 2024/25 pay negotiations

Concerns voiced to former Cabinet Secretary from STAC Staff side Co-Chairs on lack of progress Feb 2024

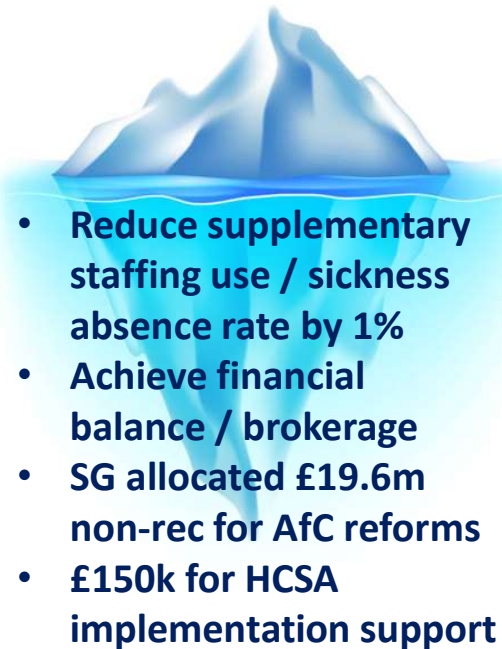
Incoming Cabinet Secretary approved 1-3 for full implementation WEF 1st April on 12th March 2024.

Policy Landscape

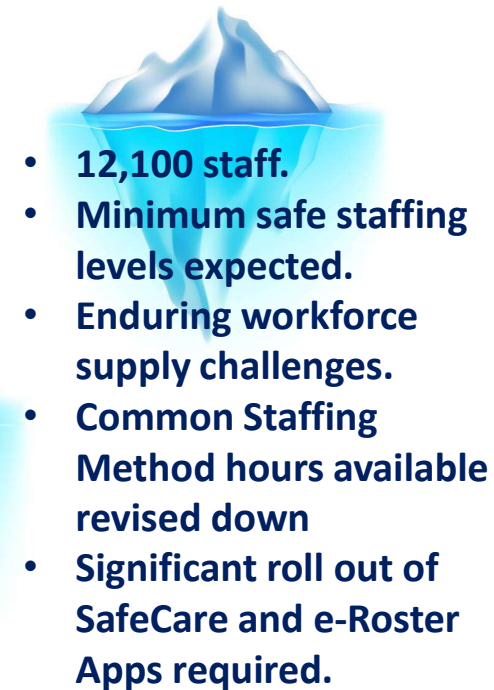
AfC Reforms

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- An iceberg floating in blue water, with the tip above the surface and the larger part submerged. The text is positioned around the submerged part of the iceberg.
- 14,900 AfC staff.
 - 2600 (4100 inc bank only) Nursing Staff.
 - 4% reduction in WTE capacity overall.
 - Significant systems updates required.
 - Significant risk of employment disputes.

Sustainability & Value

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- An iceberg floating in blue water, with the tip above the surface and the larger part submerged. The text is positioned around the submerged part of the iceberg.
- Reduce supplementary staffing use / sickness absence rate by 1%
 - Achieve financial balance / brokerage
 - SG allocated £19.6m non-rec for AfC reforms
 - £150k for HCSA implementation support

Health & Care Staffing Act

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- An iceberg floating in blue water, with the tip above the surface and the larger part submerged. The text is positioned around the submerged part of the iceberg.
- 12,100 staff.
 - Minimum safe staffing levels expected.
 - Enduring workforce supply challenges.
 - Common Staffing Method hours available revised down
 - Significant roll out of SafeCare and e-Roster Apps required.

Financial Scenarios

Probable

Table 3 - Full 90 Min reduction plus Band 5 regrade scenarios			Lost Hours Recovered		
			25%	50%	75%
			£7.0	£13.9	£20.9
Proportion Band 5 RN regraded	25%	£6.6	£13.5	£20.5	£27.4
	50%	£13.1	£20.1	£27.0	£34.0
	75%	£19.7	£26.6	£33.6	£40.5

Possible

Table 3 - Full 90 Min reduction plus Band 5 regrade scenarios			Lost Hours Recovered		
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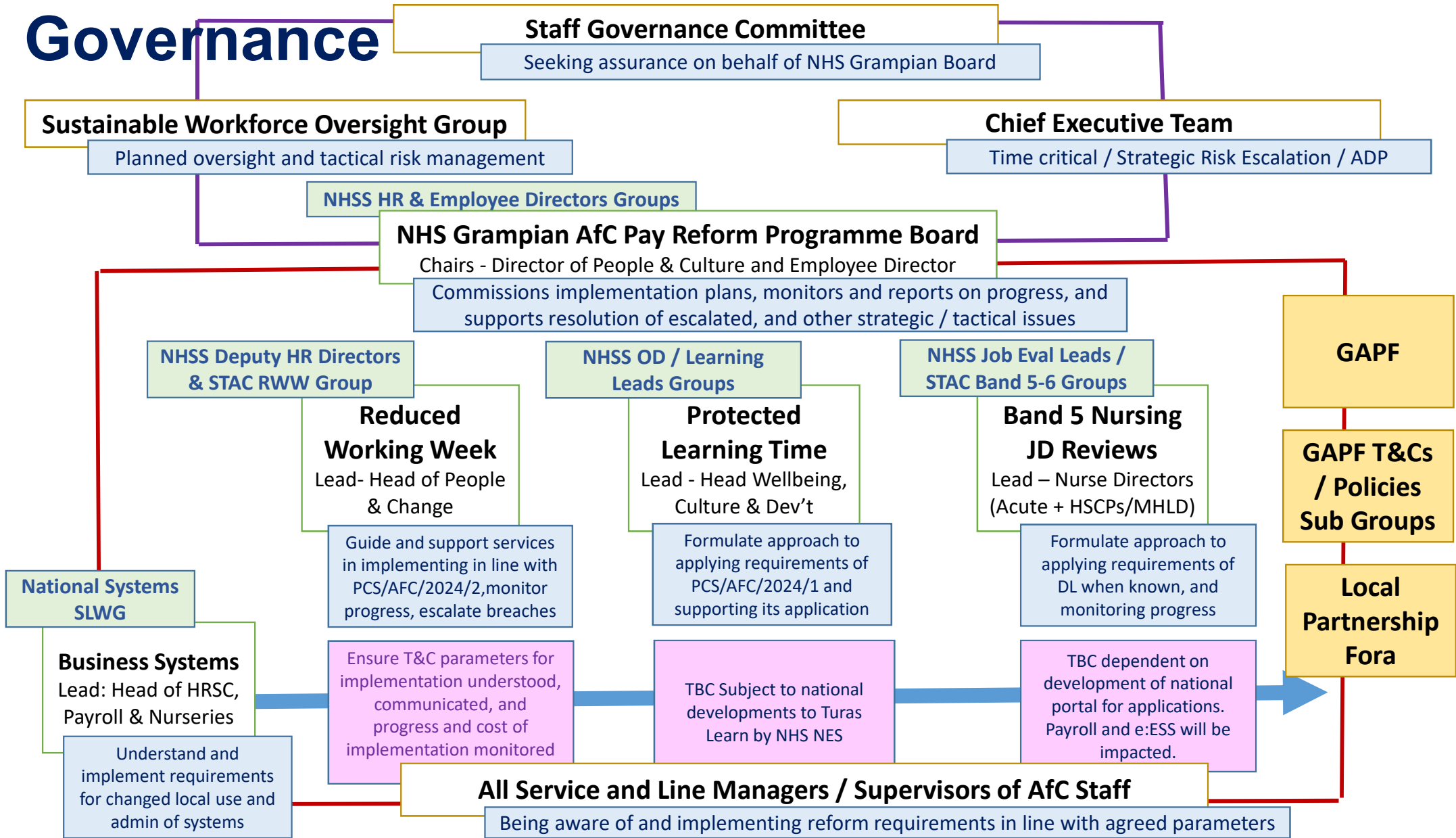
Wild-cards

Plus notional £2.7m annual cost of Protected Learning Time

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Current Non Rec allocation from SG = £19.6m

Governance



Discussion

What is the appropriate balance of risk arising from the reduced working week between not maintaining service levels; not maintaining safe staffing; not keeping supplementary staffing / add hours costs down?

How should this influence identification and prioritisation of service redesign, including use of our limited specialist and financial resource for change and transformation?

What is the optimum outcome for NHS Grampian from the Band 5 Nursing Review?

What further opportunities are there to influence this “done deal” delivered by Ministers nationally?

Should we accept a greater level of financial and reputational risk in relation to delivering change and resolving employment disputes in order to mitigate capacity loss and protect specialist HR support for implementation of the reforms?

Are there any improvements the Board would wish to see made to the Oversight and Assurance arrangements for the programme?