

Agenda for Change Non Pay Reform Programme - Progress Update – August 2024

Board Meeting
12.09.2024
Open Session
Item 11.02

Workstream	Lead(s)	Status	Progress Update	Next Steps
Reduction in Working Week 37.5 - 37h in 24/25 37h – 36h from 25/26	Philip Shipman		Deadlines for reduction to 37h of 31/08/24 for non-rostered and 30/11/24 for rostered staff. 62% of all AfC staff submitted proposals to move to 37h week. Equivalent to at least 80% of non-rostered staff. Implementation for e-Rostered areas working 24/7 can now start due to receipt of updated national guidance. Process in place to identify and handle non-rostered areas not meeting deadline.	Clarify requirements and steps required as a result of updated national guidance for part time staff Follow escalation process for non-rostered services not implementing 31/08/2024. Develop approach for modelling potential impacts of reduction to 36 hours, potentially WEF April 2025..
Band 5 Nursing Review / Re-grade	Jenny Gibb / June Barnard		NES national portal open and band 5 nursing staff encouraged to apply. Increased awareness of the review amongst staff noted. Information slides being agreed for consistency of messages. Job evaluation process modelling undertaken – suggests one panel weekly will take 59 weeks to complete. 18 staff (including 3 staff-side) for Job Eval training in August, to support planning of reviews.	Approval of Data Processing Agreement with NES, which will enable access to national portal data, supporting more accurate planning. RCN information workshops commencing Sept. Clarify banding and backfill arrangements for job evaluation process..
Introduce Protected Learning Time During 24/25	Jason Nicol		Sub-group working on confirming local core training requirements covered by PLT for different Job Families and with NHSS Learning Leads to inform Once for Scotland approach.	Awaiting work plan of National PLT group re-established June 2024 to inform what needs to be done locally and by when. Expected early September.
Local Business Systems Adaptations	Lorraine Hunter		All local systems have been configured to support work required. Working through updated DL to provide local FAQs for managers to resolve Part-Time working issue.	Using lessons learnt from rapid implementation of 37h requirement to help services plan for 36h. .
Finance	Alan Sharp		Costs of 30 minutes at overtime rates for April plus bank cover attributed to RWW over April and May = £880k	Establish which scenario the costs attributed to RWW are tracking.
Programme infrastructure	Tom Power		Programme Manager appointed – starts Sept. Asst HR Manager being recruited.	Recruit Project Support Officer role. Understand broader costs of implementation.

Agenda for Change Non Pay Reform Programme Issues Log – August 2024

<p>Knock on effect of Band 5 Nurse Review on those in higher bands and Nursing workforce model in terms of number of staff at each band.</p>	National	Medium	June / Jenny	<p>22/05/2024 Update CE Team 10/05/24 identified that modelling within service(s) could be beneficial. Noting potential fro increased employee relations issues, have provisioned for additional Asst HR Manager in Programme Infrastructure proposals.</p> <p>Raised with NHSS COO at sponsorship meeting. Asked to support workforce reform necessary.</p>
<p>Credibility of the reforms / the impact changes are having on staff morale.</p>	Local	Medium	Tom	<p>22/05/2024 Update Discussed at Board Seminar 09/05/24 and CE Team 10/05/24. Importance of focussing on balanced message about financial position, which will be picked up by CEO in Ask Adam video shortly. Agreed importance of focussing on intent long-term benefits. Also feel modelling cumulative impact of reforms in a service / services could be helpful.</p> <p>19/06/2024 Update CEO and Employee Director discussing the reduced working week in an Ask Adam Q&A. Opportunity to remind colleagues of the positive intent of the reforms whilst acknowledging the near term challenge of implementation.</p>
<p>Lack of clarity / inclusion of Bank staff in the Band 5 review and the potential challenges this may present.</p>	National	Low	June / Jenny	<p>22/05/2024 update HR Directors calls have moved to fortnightly on Tue AM, which clashes with CE Team. Arrangements will be made to ensure attendance and will raise at next opportunity.</p> <p>05/06/24 update FAQs in DL for Band 5 Review indicates Nurses with Bank contracts should be included. Philip to raise as a query via Deputy HRDs.</p> <p>08/08/2024 Update Raised as query at Deputy HRDs and agreed to take forward via Janis Butler to HRDs</p>
<p>Financial risk held by NHSG given the position taken by SG that allocation for 2024/25 is £200 million nationally, and local modelling suggesting the costs in year 1 will exceed that by up to £10m.</p>	National	Medium	Alan	<p>05/06/2024 update NHSS DoFs will be asked to monitor and report on use of available funding. Degree of risk will be better understood once volume of applications for Band 5 Review is known locally. Portal opens 17/06/24.</p> <p>19/06/2024 Update Chair of SGC has indicated Board need direct line of sight given potential knock on i9mpacts. Next formal update scheduled for 12th September. Early costs of RWW track higher scenario, but are expected to reduce.</p> <p>14/08/2024 Update Data indicates that reduction to 37h is starting to be reflected in a reduction in overtime hours paid in lieu of 30 mins being implemented. Significant concern remains regarding move to 36h and costs of implementing Band 5 reviews.</p>

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Progress with implementation of Reduction in Working Week to 37 Hours

Service	No. AfC Staff	Progress	No. with RWW	Corporate Directorate	No. AfC Staff	Progress	No. with RWW
Aberdeen City H&SCP	1725	69.33%	1196	Chief Executive and Directors	2	400.00%	8
Aberdeenshire H&SCP	1721	63.28%	1089	Corporate Comms	267	73.78%	197
Access and Performance	390	117.44%	458	Finance, Procurement and Performance	106	100.00%	106
Clinical Support Services	1494	64.32%	961	Medical Directorate, Corporate Pharmacy	161	101.24%	163
Dr Gray's	452	10.62%	48	NMAHP Directorate and NMAHP Business	174	32.18%	56
Acute Medicine	827	17.53%	145	People and Culture	327	81.96%	268
Acute Sector Management	32	68.75%	22	Planning, Innovation and Programme	75	85.33%	64
Acute Surgery	1567	15.38%	241	Public Health	138	145.65%	201
Acute Women and Children	1215	93.17%	1132		1250	85.04%	1063
Facilities and Estates	2052	89.33%	1833				
Mental Health Services	904	46.02%	416				
Moray H&SCP	951	69.61%	662				
Unscheduled Care	333	0.00%	0				
	13663	60.04%	8203	Total	14913	62.13%	9266

Given proportion of colleagues in non-corporate services list that are e-Rostered, Directors and Portfolio Leads have been asked to support improvement in Corporate Directorate given SG deadline of 31/08/24.

Notes:

Percentages over 100 may arise due to submissions coming from services detailing the number covered by a proposal, which could differ from the headcount used as baseline, which is updated periodically.

Public Health vaccinators have been re-assigned to HSCPs.