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Nhs Pay Modernisation Nhs Pay Modernisation

Great Britain: National Audit Office

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NHS Pay Modernisation in England Great Britain. National Audit Office,2009 The NHS has successfully transferred 1 1 million NHS employees on to a new simplified pay system This was a substantial task which the NHS in partnership with the trade unions achieved in a short timescale There are some examples of NHS trusts using Agenda for Change to help introduce new roles But the Department of Health did not put enough emphasis on getting trusts to develop these new ways of working to secure the full benefits from the new pay system so the programme is not yet achieving the intended value for money Agenda for Change has reduced pay administration in the NHS simplified pay negotiations and made it easier to estimate staff costs and monitor budgets The NAO estimates that for 2007 08 the 28 billion NHS paybill is broadly similar to what it might have been if the programme had not been implemented The Department predicted that Agenda for Change would save at least 1 3 billion by 2008 09 and productivity would increase but it did not put in place any central monitoring arrangements to show what impact the new contract has had on productivity The only productivity measure available for the NHS as a whole shows that productivity continued to fall when Agenda for Change was introduced though the rate has since slowed A key element of Agenda for Change the Knowledge and Skills Framework which defines the skills needed for a certain role and provides a tool for reviewing their use in the workplace has not yet been fully implemented by many trusts Effective use of the Framework is fundamental to achieving the full benefits of Agenda for Change [NHS pay modernisation](#) Great Britain: National Audit Office,2008-02-28 Each year general medical practices provide some 290 million consultations The new contract implemented in April 2004 but increased spending began in April 2003 changed the basis for commissioning primary care services Instead of contracting with individual General Practitioners GPs Primary Care Trusts PCTs commission services from some 8 325 GP practices with around 33 000 GPs This study examines the negotiation and implementation of the new contract and how well it is working in practice In the first three years the PCTs spent 1 76 billion 9 4 per cent more than the minimum committed by the Department of Health Mostly this was due to an underestimation of the amount that GPs would earn from the pay for performance scheme the Quality and Outcomes Framework QOF and the additional cost of providing out of hours care most GPs have opted out of providing this service GPs salaries have increased by an average of 58 per cent Practice nurses have not benefited to the same extent While the number of consultations with patients has increased these are not in proportion with the increase in costs and productivity has fallen by 2 5 per cent per year GPs are working less hours Some progress has been made in extending the range of patient services reduced administration high quality care and linking pay and performance and staff satisfaction and morale Progress has not yet been demonstrated in productivity and re designing the services around patients The contract has contributed to improved recruitment and retention of GPs The NAO recommends that the Department develop a strategy for yearly negotiations on the QOF which should be based more on health outcomes PCTs should provide more services based on local need and review

the number and skills of staff employed to commission and performance manage GP services with the aim of improving local commissioning **NHS Pay Modernisation in England** Great Britain. Parliament House of Commons. Committee of Public Accounts,2009 NHS pay modernisation in England Tim Burr,2009 Government is committed to conducting impact assessments on new regulations An NAO report shows that scrutiny of proposed legislation is strengthening But 20% of assessments did not include any quantified data to assess costs or benefits The Knowledge and Skills Framework has not been realised by many trusts *NHS Pay Modernisation (Agenda for Change)*. Royal College of Nursing,2001 *NHS pay modernisation starts to deliver, says CSP*. The Chartered Society of Physiotherapy. Communications and Marketing,2004 Physiotherapists and physiotherapy assistants employed in the NHS will see their pay rise by 3 225% this April proof says the Chartered Society of Physiotherapy CSP that Agenda for Change AfC is delivering for the profession The 3 225% pay rise is above inflation and more than this year s recommendations for other groups including doctors and dentists With just seven months to go before the new pay system is rolled out nationally the CSP is preparing the ground for a transition that will affect most of the NHS 1 3 million staff To ready the NHS 20 000 physiotherapy staff for the shift the CSP has issued a 30 page booklet explaining how AfC will be implemented and how it will affect them Sarah Lawrence an NHS physiotherapist and chair of the CSP s Industrial Relations Committee explains NHS staff are very dissatisfied with their current pay arrangements The current Whitley pay structure is over 30 years old and is no longer up to the job Pay levels are not h

NHS pay modernisation in England Great Britain: Parliament: House of Commons: Committee of Public Accounts,2009-06-18 Agenda for Change the pay modernisation programme for 1 1 million NHS staff in England representing a pay bill of 28 billion in 2007 08 was implemented between December 2004 and December 2006 It covered all NHS staff except doctors dentists and senior managers Agenda for Change introduced a job evaluation scheme and harmonised employment terms and conditions for the multitude of jobs within the NHS A key part of the programme is a process for encouraging staff development and improving staff performance known as the Knowledge and Skills Framework Agenda for Change was expected to bring about new ways of working which would contribute to improved patient care and to more efficient delivery of services Total savings of 1 3 billion over the first five years were predicted These were to come from improvements in productivity of 1 1 to 1 5 per cent a year reductions in equal pay claims reduced use of agency staff and more controllable pay costs The Department and NHS Trusts did not establish ways of measuring the effects of Agenda for Change and there is no active benefits realisation plan The NHS pay bill for the staff covered by Agenda for Change has risen by 5 2 per cent a year on average since 2004 05 while productivity fell by 2 5 per cent a year on average between 2001 and 2005 By autumn 2008 nearly two years after Trusts had completed transferring staff to Agenda for Change terms and conditions and pay rates only 54 per cent of staff had had a knowledge and skills review Pay modernisation Great Britain: National Audit Office,2007-04-19 The new contract for consultants was agreed in 2003 and widely implemented by April

2004 It was needed to increase the size and commitment of the consultant workforce if it was to deliver the NHS reform agenda and comply with the requirements of the European Working Time Directive to reduce consultants hours By the end of March 2006 the Department had spent 715 million on the new consultant contract 27 per cent more than the original estimate of 565 million partly because the government had underestimated the amount of work consultants did In September 2005 approximately 32 000 consultants worked for the NHS in England primarily within NHS acute and mental health hospitals accounting for 3 8 billion of expenditure in the NHS in England in 2005 06 The NAO conclude that the contract is not yet delivering the full value for money to the NHS and patients that was expected The contract has helped to align consultants pay levels with their contribution to the NHS but some consultants are actually working the same if not fewer hours for more money There is little evidence that ways of working have been changed and few trusts have used job planning as a lever for improving participation or productivity The contract has delivered some benefits in management of consultant time prevention of an increase in private practice securing extra work at plain time and increasing participation The contract has the capacity to provide some new levers for further enhancing management control There is scope for the NHS trusts to make much more of the opportunity presented by the annual renegotiation of job plans to devise a set of agreed job plans that will deliver more efficient and effective services to patients **Nhs Pay Modernisation** House of Commons,2008-10-31

NHS Pay Modernisation Great Britain: Parliament: House of Commons: Committee of Public Accounts,2008-10-09 This is the 41st report HC 463 NHS Pay Modernisation New Contracts for General Practice Services in England from the Committee of Public Accounts in the 2007 08 session and follows an NAO report on the same topic HC 307 session 2007 08 published in February 2008 There are around 33 000 GPs who hold some 290 million consultations each year with the services costing some 7 7 billion which amounts to almost 10 per cent of NHS expenditure In April 2004 a new GP contract was implemented that was intended to encourage more doctors into general practice through better pay and conditions This report examines the contract negotiation the cost implications and the extent to which expected benefits for patients and the NHS are being realised The Committee has set out a number of conclusions and recommendations including that the new contract cost some 1 8 billion more than planned that there has been an increase of some 4 098 GPs working in primary care but general practice productivity has decreased annually by an average of 2 5 per cent many primary care trusts do not have the capability to use the new contracts to maximise benefits for patients that such contracts have not led to improved services in deprived areas and that access to general practice services has not significantly improved overall GP pay and the Quality and Outcomes Framework requires further improvements that GP s partners pay has increased on average by 58 per cent and not the 15 per cent originally expected **Agenda for Change** Great Britain. Department of Health,2002

Agenda for Change - Modernising the NHS Pay System NHS Executive, London (GB),1999 **The Modernisation of the Public Services and Employee Relations** Stephen Bach,Ian Kessler,2011-09-29 The Modernisation of the Public

Services and Employee Relations provides an integrated and up to date account of changes in work and employment in the public services The book examines a range of different sectors focusing on core public services especially local government the NHS and the civil service **Industrial Relations** Trevor Colling, Mike Terry, 2010-09-07 This revised edition of Industrial Relations Theory and Practice follows the approach established successfully in preceding volumes edited by Paul Edwards The focus is on Britain after a decade of public policy which has once again altered the terrain on which employment relations develop Government has attempted to balance flexibility with fairness preserving light touch regulation whilst introducing rights to minimum wages and to employee representation in the workplace Yet this is an open economy conditioned significantly by developing patterns of international trade and by European Union policy initiatives This interaction of domestic and cross national influences in analysis of changes in employment relations runs throughout the volume **Agenda for Change: Modernising the NHS Pay System** Central Negotiating Group, 2000 *Review Body on Doctors' and Dentists' Remuneration Thirty-eighth Report 2009*, 2009-03 This is the 38th report from the Review Body on Doctors and Dentists Remuneration Cm 7579 ISBN 9780101757928 The Review Body was appointed in 1971 and is an independent body which makes recommendations to the Prime Minister the Secretary of State for Health the First Minister and Cabinet Secretary for Health and Wellbeing of the Scottish Parliament the First Minister and Minister for Health and Social Services in the Welsh Assembly Government and the First Minister Deputy First Minister and Minister for Health Social Services and Public Safety of the Northern Ireland Executive The publication is divided into 9 chapters with 8 appendices Chapter 1 Economic and general considerations Chapter 2 Main pay recommendations for 2009 10 Chapter 3 General medical practitioners Chapter 4 General dental practitioners Chapter 5 Salaried primary dental care services Chapter 6 Ophthalmic medical practitioners Chapter 7 Doctors and dentists in hospital training Chapter 8 Consultants Chapter 9 Specialty doctors and associate specialists The recommendations include 1 5% increase to the national salary scales for doctors and dentists an increase in the budget for higher Clinical Excellence Awards should be increased in line with the increase in the number of consultants eligible for the award and that commitment awards distinction awards and discretionary points be increased by 1 5% an increase in general medical practitioners net income of 1 5% after allowing for movement in their expenses that the minimum and maximum of the salary range for salaried general medical practitioners be increased by 1 5% that the supplement for general medical practitioner registrars entering training placements on or after 1 April 2009 be reduced from 50% to 45% that the general medical practitioner trainers grant be increased by 1 5% that the supplements for London weighting remain at existing levels that there be an increase in general dental practitioners net income of 1 5% Twenty-second report on nursing and other health professions 2007 Review Body for Nursing and Other Health Professions, 2007-03 This report by the Review Body contains recommendations on the pay of nurses midwives and health visitors professions allied to medicine including physiotherapists and occupational therapists chiropodists and

radiographers healthcare science professions other healthcare professions including healthcare pharmacists and clinical psychologists clinical support workers and technicians Recommendations to take effect from 1 April 2007 include

Agenda for Change MSF (Organisation), Manufacturing, Science and Finance Union, 1999 **The Parliamentary Debates (Hansard)**. Great Britain. Parliament. House of Lords, 2007 **Twenty-first Report on Nursing and Other Health Professions 2006** Review Body for Nursing and Other Health Professions, 2006-03-30 This report by the Review Body contains recommendations on the pay of nurses midwives and health visitors professions allied to medicine including physiotherapists and occupational therapists chiropodists and radiographers healthcare science professions other healthcare professions including healthcare pharmacists and clinical psychologists clinical support workers and technicians Recommendations to take effect from 1 April 2006 include an increase in the Agenda for Change pay rates of 2.5 per cent and an increase in the existing High Cost Area Supplements by 2.5 per cent

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