**Local employer flexibilities**



**available within Agenda for Change**

**Section 1: Pay structure (England only) –** Pay progression in all pay bands linked to locally determined levels of performance (based on the nationally agreed principles) (Annex 23 England). Pay progression beyond first four pay points in bands 8C, D and 9 dependent upon locally determined levels of performance. Progression points will be non-recurring and reviewed annually.

**Section 2: Maintaining round-the-clock services –** On-call pay can be locally agreed but consistent with national principles (Annex 29).

**Section 4: Pay in high cost areas –** Organisations can agree locally on harmonised rates across zones

(where staff are employed in more than one high cost area zone), subject to consultation with

neighbouring employers. Increases to the level of supplements, or the introduction of supplements, can be proposed locally subject to nationally agreed criteria.

**Section 5: Recruitment and retention premia (RRP) –** Locally agreed RRPs can be applied to posts of a specific type or class.

**Section 12: Contractual continuity of service –** Local employers have the discretion to take into account period/s of employment with employers outside the NHS, where these are judged to be relevant to NHS employment for agreements on redundancy, maternity, sick pay and annual leave.

**Section 13: Annual leave and general public holidays –** Annual leave purchase schemes can be introduced, allowing employees to purchase additional annual leave each year.

**Section 14: Sickness absence –** Local employers have the discretion to extend the period of entitlement to sick pay on full or half pay beyond the provisions in the agreement.

**Section 15: Maternity leave and pay –** Local agreements can be made to provide additional maternity leave and/or pay to staff and flexibility on how payments are made, for example a fixed monthly amount spread over the whole maternity period. Local employers have the discretion to extend the defined periods for breaks in service and to count other previous NHS service or relevant service with other employers.

**Section 16: Redundancy pay –** Local employers have the discretion to take account of any period or periods of employment outside the NHS (where they are relevant to NHS employment) when calculating reckonable service. There is flexibility for employers to agree early retirement in the interests of the service.

**Section 17: Reimbursement of travel costs –** Flexibility to design and agree local arrangements for reimbursement and lease vehicle policies.

**Section 18: Subsistence allowances –** Local agreements can be made which are more appropriate to local circumstances or which provide benefits beyond those in the agreement.

**Section 19: Other terms and conditions –** Section 19 and Annex 15 of the handbook allow for terms and conditions not covered by the handbook to be determined locally, following consultation with staff representatives. For example, carrying over annual leave, special leave, removal expenses, phone expenses, protection of pay and terms and conditions of service and notice periods.

**Section 33: Balancing work and life balance –** Freedom to develop local policies based on national principles.