### Next steps for organisations

The proposals put forward by the NHS Staff Council (England only) have been accepted. The NHS Staff Council will sign off the deal at the NHS Staff Council meeting on 27 June. Changes should come in to force from 1 July with pay backdated to 1 April.

- Have your HR leads met with staff side colleagues to establish partnership working arrangements for the implementation of the deal?

<table>
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<tr>
<th><strong>New pay arrangements in July and backpay to 1 April</strong></th>
<th><strong>What benefits of reform will there be for your organisation?</strong></th>
<th><strong>Closure of band 1 to new entrants on 1 December 2018</strong></th>
<th><strong>A new system of pay progression, in force from 1 April 2019</strong></th>
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| NHS Employers has been working with ESR to ensure the pay structure and values are changed, and staff are automatically assimilated to the new structures. | Do you have a plan in place to maximise the benefits to your organisation, such as:  
- The re-profiling of band 1 jobs?  
- The closer link between appraisal and pay progression?  
- If you are an ambulance trust, do you have a plan for the introduction of Section 2 for new starters, those affected by a change of role, and those moving voluntarily to Section 2? | The NHS Staff Council will be providing supporting guidance on upskilling existing band 1 roles to band 2.  
- Does your organisation have a plan to manage the workforce impact of band 1 closing?  
- How many band 1 jobs does your organisation have?  
- What opportunities does this present in re-designing jobs at this level, and upskilling existing band 1 staff? | The NHS Staff Council will hold further negotiations on the detail of the new system and issue further guidance. NHS Improvement will have a role in monitoring the new arrangements.  
- The new system builds on the changes negotiated in 2013 - do you understand your current appraisal system? Does it link to values and behaviours?  
- Have you got a local policy negotiated in partnership?  
- Does your organisation use ESR Self Service (ESS)? If not, do you have a plan to introduce it? |
| ✓ Has ESR contacted your organisation regarding maintenance of your staff records? If so, work with them to correct any errors. | | | |
The agreement commits the Staff Council to further work on:

- apprenticeship pay
- the pay progression system
- enhanced shared parental leave, child bereavement leave, and a national framework for buying and selling annual leave
- improving health and wellbeing to improve levels of attendance in the NHS
- exploration of a collective framework for bank and agency working
- monitoring the implementation of the deal.

Reforms are being made to the pay structure in each year of the pay deal. Resources are available on the NHS Employers website showing how the pay structure will change over the three-year deal.

As now, pay will increase through a mixture of cost of living awards (in April each year) and increases through the pay steps. Staff can see their individual pay journeys on the NHS Employers website.

Find out more