



# FAQs on the NHS pay award for 2014/15 and 2015/16

Updated 16 April 2014

## General questions for all staff

### 1. What is the pay award this year?

Staff employed in NHS organisations will be eligible for an annual increase of at least one per cent, either through contractual pay progression, or for staff at the top of their pay bands, through a non-consolidated payment.

Most staff will see their pay increase through incremental progression by amounts varying, typically, between around two and five per cent.

Staff who are on the top pay point in their pay band on or before 31 March 2014, who will not have access to pay progression, will receive a non-consolidated, non-recurrent payment (payable in the year 2014-15 only) worth one per cent of basic pay.

### 2. What happens to staff who are not at the top of their pay a band and who have access to incremental pay progression?

The expectation is that Agenda for Change (AfC) staff will need to meet local performance requirements in line with Annex W of the Handbook to be eligible to receive an increment.

For doctors and dentists the pay award does not replace contractual performance criteria. Staff will still need to meet any requirements of their pay progression framework in order to be eligible for progression to the next payroll point.

### 3. How will the non-consolidated award be paid?

It will be paid in monthly instalments, alongside normal salary. We understand that the payments will be available from May and be backdated to 1 April.

### 4. What will part-time staff get?

Part-time staff at the top of their pay band will be eligible for a 1 per cent payment (pro-rata) for 2014-15.

## 5. What happens if an employee's NHS employment terminates mid-year?

The monthly instalments terminate with salary. There will be no payment on termination of employment to make the total value of the monthly instalments equal one per cent of annual basic pay.

## 6. What is the impact of this award on pensionable pay?

None, the non-consolidated award is not pensionable.

## 7. What is the impact on redundancy pay?

There is no change to the rules governing the calculation of contractual redundancy pay which are set out in Section 16 of the NHS terms and conditions of service handbook. The 1 per cent, as a regular payment (Section 16, point 16.7), would be included in any redundancy calculation.

## 8. What is the impact on sick pay?

The Department of Health have confirmed that the intention is that the 1 per cent would continue to be paid during periods of sickness absence, for all staff.

## 9. What is the impact on maternity pay?

It is our view that the 1 per cent would be included in the calculation for any maternity pay entitlement.

## 10. If a member of staff doesn't receive an increment for performance reasons, do they get a 1 per cent non-consolidated payment?

No. Only staff at maximum of scale are eligible for a 1 per cent non-consolidated payment.

## Two year pay award

### 11. Is this a two year deal?

The Government have said the intention is that in the year 2015-16 the same approach will apply and staff who are at the top of their pay bands, and who are not eligible for incremental pay, will receive a non-consolidated payment of two per cent of pay, whilst other staff receive incremental progression. The exception is those who reach the top of their pay band in the year 2014-15. These staff will receive a non-consolidated payment of one per cent in the year 2015-16.

As this will be a two year pay award, the pay review bodies will not be asked to make recommendations on a pay award for NHS staff in the 2015 pay round.



## 12. How will the two year award work?

A one per cent non-consolidated payment will apply to basic pay for staff at the top of their pay bands. For example, a full time employee currently at the top of AfC pay band five will continue to receive annual basic pay of £27,901 in both the year 2014-15 and the year 2015-16. In addition they will receive non-consolidated payments worth £279 in the year 2014-15 and £558 in the year 2015-16. Their total earnings will depend on their individual non-basic pay.

The NHS Employers organisation will issue a further Pay Circular for 2015/16 nearer the time.

## Agenda for Change specific questions (NHSPRB)

### 13. Will unsocial hour's payments, overtime and other allowances which are linked to basic pay, be based on calculations which include the one per cent award?

No, the one per cent payments to those staff without access to incremental pay progression will not be pensionable or be taken into account for the calculation of unsocial hours, overtime or High Cost Area Supplements.

These allowances will continue to be based on basic pay at 1 April 2013 values.

### 14. What happens if an employee at the top of one the pay bands 8C, 8D and 9, who has to re-earn their position in their pay band in the year 2014/15, fails to meet local performance requirements?

Where local arrangements apply which allow a link to pay progression and performance and an individual at the top of their band has not met their performance requirements, then employers would apply their local arrangements.

### 15. The value of the incremental increase when employees move from pay spine point 15 to 16 is less than one per cent. What will happen to the pay of these employees in the year 2014-15?

A small adjustment has been made to the value of pay spine point 16, in order to ensure that all staff on pay spine point 15, will have the opportunity to receive an incremental pay increase of 1 percent during 2014/15.





## Doctors' and dentists' specific questions (DDRB)

### 16. Which salaried dentists will receive this award?

The award will apply to salaried dentists at the top of each band, and also to those in receipt of the extended competency points.

### 17. Which salaried general practitioners will receive this award?

For salaried general practitioners, pay and any incremental progression arrangements are set locally. The Government has accepted the DDRB recommendations to increase the minimum and maximum of the scale by one per cent.

### 18. Will consultants and SAS doctors who are on pay points between the pay scale values, and whose pay increase occurs when they reach the next scale value, get the non-consolidated pay award?

No, as these doctors are still eligible for yearly progression and, if they meet all relevant requirements, will continue to make progress through the payroll points towards their next pay increase which, when annualised, is worth at least one per cent for the year 2014-15.

The non-consolidated pay award will therefore only apply to staff on the maximum of the scale, i.e. SAS doctors on scale value 10 and consultants on threshold 8.

### 19. Will the non-consolidated pay award apply to core trainees on the maximum of the StR (CT) scale?

Yes, as they are not eligible for any further incremental increases on that scale.

### 20. Will Additional Programmed Activities, Clinical Excellence Awards, New Deal banding, on call availability supplements, and other allowances linked to basic pay, be based on calculations which include the one per cent award?

No, these will continue to be based on basic pay at 1 April 2013 values.

### 21. Will the non-consolidated pay award apply to trainees in Dental Foundation posts (formerly known as Vocational Dental Practitioners)?

Yes, the award will apply to these posts.

**22. If Staff Grades and Associate Specialists (pre-2008 contract) are awarded optional points or discretionary points, will they still receive the one per cent?**

Yes. Optional Points and Discretionary Points are not increments but may be paid at the discretion of the employer in the light of professional advice. The non-consolidated award will apply to those practitioners on the optional/discretionary points and also to those on the maximum incremental point below this level.

**23. Band C Managerial Salaried Dentists have different maximum points of scale depending on the complexity of their job. Who will receive the award?**

The award will apply to those practitioners who are on the maximum point of scale for their complexity level; those in high complexity posts on point 18, those in medium complexity posts on point 17, and those in standard complexity posts on point 16.

Assistant Clinical Directors, who are paid at salary points 13-15 on the pay spine, will receive the pay award if they are on spine point 15.

