Welcome to the summer edition of our quarterly newsletter.

Following the agreement of the new contract refresh for the NHS Terms and Conditions of Service 2018 (Agenda for Change), we outline the next steps for the NHS Staff Council and share the resources we have developed to support employers to communicate and implement the new arrangements.

In our latest developments section, we provide an update on the work on the junior doctors 2018 review, Total Reward Statements (TRS) and new guidance released on local clinical excellence awards.

Max Liversuch, programme manager in our reward team, shares his views on the opportunities the NHS 70th anniversary presents for staff recognition and how reward will continue to be shaped in future to meet the needs of the changing workforce.

Our 2018 survey of reward in the NHS is your chance to influence our work programme and direct us towards what will help you address the challenges you face. Your feedback will help us explore what the opportunities are for new case studies, blogs, podcasts and more, so please take time to complete the short survey to ensure we can provide you with the best possible support.

I hope you enjoy this edition of Reward in the NHS. Our next edition will include an update on the NHS Pension Scheme valuation exercise, member contributions and the impact of the annual and lifetime allowances, which I know many of you will be interested to hear more about.

Paul Wallace
Director of Employment Relations and Reward
NHS Employers
LATEST DEVELOPMENTS

NHS Terms and Conditions 2018

The newly agreed contract refresh for the NHS Terms and Conditions of Service 2018 (Agenda for Change) reforms the pay structure and makes changes to terms and conditions.

The NHS Staff Council will be responsible for monitoring the implementation of the new arrangements and is committed to carrying out further work on a number of areas:

- Closing Band 1 to new entrants by 1 December 2018, and work on upskilling Band 1 staff to Band 2 throughout the course of the deal.
- Developing new provisions in the Handbook around pay for apprentices.
- Building on the detail of the new pay progression framework (outlined in Annex B of the Framework Agreement) which will come in to force from 1 April 2019.
- Enhancing leave provisions around shared parental leave, bereavement leave, and a new framework for buying and selling leave.
- Improving health and wellbeing to lower sickness absence, and exploring a collective framework for bank and agency working.

The NHS Pay Review Body’s [NHS PRB] 2018 report supported the significant work that went into reaching agreement for the reform of the NHS Terms and Conditions of Service. The NHS PRB did not make any specific recommendations on pay uplifts, and instead used their report as an opportunity to consider and provide commentary and analysis of the evidence submitted, and to draw conclusions and observations. Additional commentary is provided on the work that remains to be done for it to be a full success, including communication, implementation and monitoring.

NHS Employers has published pay and terms and conditions advisory notices, notifying of the changes to the NHS Terms and Conditions of Service Handbook which went live from 1 July 2018. Our online pay tool sets out the pay position for staff over the next three years, while the NHS Staff Council has jointly produced an infographic summarising what each of the various pay resources show.

Local clinical excellence award arrangements from 1 April 2018

NHS Employers and the BMA agreed an amendment to the Terms and Conditions – Consultants (England) 2003 that requires trusts to run annual local clinical excellence awards (LCEA) rounds from 1 April 2018. The detail is set out in the new schedule, and is applicable to consultants directly employed on the Terms and Conditions – Consultants (England) 2003.

Supporting guidance and employer-facing implementation materials are available from the NHS Employers website. If you have any specific queries on the new arrangements, please email doctorsanddentists@nhsemployers.org.
Junior doctor August payroll issues

A survey by the Royal College of Anaesthetists and the Association of Anaesthetists of Great Britain and Ireland identified areas where trainee doctors were having problems or concerns. These included tax codes, increment errors, banding issues, less-than-full-time hours calculations and understanding payslips.

NHS Employers has a number of existing resources that can help address some of these concerns, and we will be carrying out further work to support these areas. If you have any examples of good practice within your organisation, get in touch at doctorsanddentists@nhsemployers.org.

The 2018 review of the junior doctor contract

Following previous agreement with Acas, under the 2016 contract negotiations process, NHS Employers will be undertaking a review of the junior doctor contract, working collaboratively and in partnership with the BMA. We have an agreement in principle with the BMA for the delivery of the review, and will create a joint negotiating committee with them to oversee it.

The review will look at some important themes and issues related to the new contract in the areas of less-than-full-time working, workforce safety and wellbeing, pay structure, pay protection and the contract for training. We will establish sub-groups, with the BMA, to consider each of these issues in detail, which will then report by the end of 2018 to allow negotiations to begin in early 2019. Any negotiated changes to the contract will be put to BMA members in 2019. Visit our dentists’ and doctors’ web pages to find out more.

Changes to employer-supported childcare from October 2018

The last opportunity for new entrants to join an employer-supported childcare (ESC) scheme is October 2018, before it is replaced by the government’s new tax-free childcare (TFC) scheme.

Childcare vouchers are often viewed by staff as a key part of their reward package. In view of this change, you may wish to take the opportunity to review your reward offer and consider what else you could do to support working parents and staff with broader caring responsibilities.

You can find out more about TCF and its implications on our TCF web pages and the gov.uk website.

To support this work, we will be looking for medical staffing representatives from employers to participate in the sub-group work. If you are interested, please get in touch at doctorsanddentists@nhsemployers.org.
Total Reward Statements (TRS) are coming soon

The 2017/18 TRS are due on 22 August and provide the perfect opportunity to showcase all the valuable benefits of working for your organisation. Encouraging staff to view their TRS can help employees to understand and appreciate the value of their overall reward package and take advantage of the various local benefits and discounts available to them. This can help to increase employee engagement and attract and retain staff.

You can check your TRS access rate to see how many of your employees are viewing their statements and evaluate the impact of your promotional activities.

Tools and resources to help you promote TRS effectively in your organisation are available on our TRS web pages.

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Government’s response to the Doctors’ and Dentists’ Review Body (DDRB) recommendations

The government has published its response to recommendations from the independent body advising on rates of pay for dentists and doctors.

A summary of the government’s response on pay for consultants, doctors and dentists in training, SAS doctors and GPs is available on our website.
RESOURCES

Why the board should support reward

Our new brief is designed to outline to you and your board the importance of their support for a detailed reward strategy. The brief provides a one-page summary of the organisational benefits of using reward strategically, and signposts to case studies from organisations that are using reward to support them to meet some of their workforce challenges.

Introducing financial wellbeing in reward

In our new case study, Candice Ryan from Warrington and Halton Hospitals NHS Foundation Trust shares how the trust broadened its reward offer to include financial wellbeing and education. The trust took action by offering staff access to financial education, resources and affordable borrowing through an online platform, after data analysis revealed that a high percentage of the trust’s sickness absence was due to personal financial worries.

Getting value for money from the NHS Pension Scheme

Your organisation invests a lot of time and money into the NHS Pension Scheme, so our brief guide gives tips on how to raise awareness, encourage take-up and improve local administration to get the maximum return on your investment.

Are you promoting the value of the NHS Pension Scheme?

Our pension presentation pack and guide is designed to help you explain the benefits of the NHS Pension Scheme to your staff during a pension workshop, pre-retirement course or at induction. Download the template presentation from our website, along with the accompanying guide and speakers notes to ensure your session is a success.

We would love to hear from you on how your organisation is actively promoting the value of the NHS Pension Scheme. Please get in touch with us at reward@nhsemployers.org to tell us about the work you are doing and how you are using our resources.
Max Liversuch, programme manager, reflects on the importance of reward in the NHS in its 70th year and how, in future, reward will be shaped to recognise and support the changing needs of our workforce.

In 1948, at the birth of the NHS, one of the challenges was to recruit the nurses, doctors, midwives and other skilled staff who would deliver patient services. Fast forward to the present and the challenge of attracting, recruiting and retaining staff is still high on HR agendas.

Workforce shortages remain part of the landscape, yet the newly agreed refresh of the NHS Terms and Conditions of Service 2018 (Agenda for Change) provides important support to reduce pressures linked to attraction, recruitment and retention of staff. Certainty around levels of pay and funding of pay budgets provides a stable platform on which to base conversations about career development opportunities, while strengthened appraisal systems will help identify ways to improve patient care through staff learning and development opportunities.

The 70th birthday celebrations have all the ingredients to showcase exciting, innovative and compelling careers that inspire the healthcare family and encourage a new generation to join the team.

More collaborative working between NHS and social care organisations will ensure the right skills are in the right place, so funding can be spent in the best way for the local area. We must build confidence among staff and the public about the NHS’s long-term future, recognising that the way care is delivered will continue to evolve. And while the NHS family becomes more integrated to deliver health and social care around the needs of individuals, future developments in reward may be driven by the needs of a more integrated health and social care workforce. Employers may need to review and adapt their local rewards and benefits in response to restructuring activity, to ensure the overall reward offer continues to support the movement of staff within and between the health and social care sectors.

We know that organisations are beginning to take a broader view of reward, by promoting less obvious employee benefits such as health and wellbeing initiatives, flexible working, learning and development opportunities and positive workplace cultures.

Employers are placing more emphasis on recognition and are realising the impact that showing their appreciation has on staff engagement. Many employers recognise staff for long service, for demonstrating behaviours in line with their organisational values and for going the extra mile. A wide range of approaches are taken, from a simple thank you, to pin badges and award ceremonies, with some recognition schemes involving colleagues as well as patients and senior management.

In this birthday year, organisations are using Total Reward Statements alongside local branded reward communications to increase the visibility of their reward offer and bring all the benefits of working for their organisation together in one place. Digital technology will continue to transform reward communications, and many employers are already developing mobile apps and online portals to enable staff to view information about their benefits remotely and receive instant news and updates.

I was fortunate to be invited to attend the NHS 70th birthday celebration in York Minster on 5 July, and I was inspired to remember that our staff are our future. In this milestone year, it is right that we celebrate the success of the NHS and recognise and appreciate the incredible dedication of the NHS workforce. Let us continue to pool our talents and experience to progress reward in the NHS so that it continues to recognise and support the amazing staff on whom we all rely.