We have been bringing you the latest news and insight on pay and reward as a newsletter for the last two years, and this will be the last edition in this format. Many of our other publications have moved to an email format, so we will be following suit. Don’t worry, it will have the same updates and latest developments, and we will continue to share new resources with you, as well as maybe some fun new additions. If you don’t currently receive the newsletter direct to inbox, you can sign up via this short form.

What’s new

**NHS Long Term Plan** sets out the ambition for improvements over the next ten years. It is encouraging to see the acknowledgement of the key role of staff in the delivery of care improvements to patients, as well as the important role for employers in providing a modern employment offer including promoting flexibility, health and wellbeing and career development. Read more on the [workforce proposals](#).

**Reward in the NHS 2019**: I am pleased to announce that we are holding our second event on 9 May in London. This will be a fantastic opportunity to hear from subject experts, as well as hearing practical examples of how reward initiatives have been delivered by employers. Find out more on page 2.

**NHS Terms and Conditions 2018**: There has been further progress to support implementation work plans, which you can read about on page 2.

We are also focusing in this edition on medical roles, including an update on page 3 on how to support specialist doctors. If you weren’t able to make our webinars on Local Clinical Excellence Awards (LCEAs), the link to the recording is available on page 5.

I hope you enjoyed the pensions article in the last edition. There is a short update on page 5 which details a new [lifetime allowance resource](#) recently published on our pension web page.

Thank you for your continued support, and don’t forget to book your place on our reward event.

**Paul Wallace**

*Director of Employment Relations and Reward*

*NHS Employers*
LATEST DEVELOPMENTS

Reward in the NHS Event 2019

Following the success of our 2017 event, NHS Employers is holding another reward event in May. The event will demonstrate the business case for strategic reward in the NHS, highlight examples of good practice and include expert opinion panel discussions.

Join us on Thursday 9 May 2019 at etc. venues St Paul’s in central London.

To register for the event, visit our booking page. The full programme will be released shortly.

NHS Terms and Conditions of Service 2018

Closing band 1
The NHS Staff Council reached an agreement last year on the transfer of existing band 1 staff to band 2. In case you missed it, the agreement highlighting the national process to be followed for transferring band 1s, supporting resources and FAQs can be found on our band 1 web pages.

Pay progression
The new pay progression system will come into effect on 1 April 2019 for new starters or those promoted to a new role on or after 1 April 2019.

NHS Employers has worked collaboratively with employers, unions and endorsed by the NHS Staff Council to develop resources for organisations, managers and staff. These resources will help you understand and prepare for the implementation of the pay progression framework.

We are also hosting a webinar on Friday 8 February aimed at HR directors/deputy HRDs and local representatives. For further information and to book on to the webinar, visit our events page.

NHS Pension Scheme

The consultation on the NHS Pension Scheme regulations closed on 28 January 2019 and we expect the outcomes to be confirmed shortly. The main aspects of the consultation were around increasing the employer contribution rates and fixing the employee contribution rate for two years. Any changes would be implemented from 1 April 2019. Look out for updates on our website.

Gender pay gap reporting 2019

Annual gender pay gap reporting has been mandatory since the beginning of 2018. This year, organisations have to report by 30 March 2019 and our advice is to use the ESR reporting facility and publish a narrative and action plan on your website. Guidance from the Equality and Human Rights Commission (EHRC) and the Government Equalities Office (GEO) on effective action plans is contained on our website along with good practice examples and details of legal requirements.
Development and support for SAS doctors

Staff grade, associate specialist and specialty (SAS) doctors and dentists are a diverse group with a wide range of backgrounds, skills and experience. They work as staff grade doctors, associate specialists, specialty doctors, hospital practitioners, clinical assistants, senior clinical medical officers and clinical medical officers. They are central to the planning and delivery of services, management and education.

We need to look at how we can better recognise the contribution that this important group of medical staff make to the care being delivered to patients and what opportunities for career development and progression need to be provided. We have worked with partners to continue to develop a range of material to support SAS doctors, through the SAS charter and SAS development guide. These and other resources are on our website, and we would encourage employers to work with their SAS workforce to maximise both their potential and their contribution to patient care.

We will be undertaking engagement sessions with employers and stakeholders between January and March 2019 to discuss the key challenges facing the SAS workforce doctors’ around development, status and progression. During these sessions we will explore how we can provide SAS doctors with an equitable employment contract and offer, which will help ensure that SAS doctors receive the support, development and progression required for the grade to remain an attractive career choice.

These sessions are oversubscribed which demonstrates the commitment from employers to look at how we might begin a conversation to make positive changes for this group. We would encourage employers to continue to register their interest for these events via the booking system. This will ensure that we can communicate any key messages around the SAS workforce and around future contract reform.

SAS contract reform engagement events will be held in London and Leeds from 10am till 2pm on the following dates.

**Leeds**
Friday 1 March 2019

Location:
NHS Employers
2 Brewery Wharf
Kendall Street
Leeds
LS10 1JR

**London**
Monday 4 February 2019
Friday 22 March 2019

Location:
The NHS Confederation
Floor 15, Portland House
Bressenden Place
London
SW1E 5BH
PAY REVIEW BODIES’ EVIDENCE

Doctors and Dentists Review Body (DDRB)

In January we submitted our evidence to the Review Body on Doctors and Dentists Remuneration (DDRB) in respect of the 2019/20 pay round.

The independent pay review body was established in 1960 to avoid ‘the recurrent disputes about remuneration which have bedevilled relations between the medical and dental professions and government.’ One of the underlying principles was that ‘remuneration will be determined, in practice, by a group of independent persons of standing and authority and not committed to the government’s point of view’.

Nearly sixty years on and it seems that medical and dental pay has become more contested than before. The medical and dental trade unions, for example, have recently expressed doubts about the independence of the DDRB, given its centrally set remit, government policy on public sector pay and pay awards which have varied from the DDRB’s original recommendations.

The annual pay round for 2019/20 was formally launched in November when the Secretary of State issued a remit letter to the DDRB asking them to consider various aspects of medical and dental pay. For this round the DDRB was asked to report on medical and dental contract reform and on targeting pay to support productivity, and to address recruitment and retention issues in certain specialties and locations.

Our evidence this year reflected the financial, workforce and transformation challenges faced by the NHS. Employers need assurances that in a financially challenged NHS the pay award for 2019/20 will be fully funded. The workforce challenge is the most significant; employers need a new and coherent workforce strategy to deliver a sustainable workforce with the right skills. NHS leaders also recognise the challenge in changing how care is delivered to ensure that the right care is delivered to the right people at the right time.

We also said that in our view there is no evidence that there is a sufficiently well-developed evidence base to justify targeting pay within the limits of the current pay envelope. 74 per cent of those employers who responded to our survey said that they preferred a flat-rate increase for all staff.

The DDRB is due to submit its report in early May. The government will respond in the summer and we will issue a pay circular. By then, we will be digesting the DDRB’s report and thinking about our approach for 2020/21.

Pay Review Body

We have also published our 2019/20 evidence to the NHS Pay Review Body (NHSPRB), and we look forward to continuing our dialogue with the review body as implementation of the Agenda for Change reforms progresses. With the pay deal in place we have focused on giving an update on current areas of concern including workforce shortage, one of the toughest challenge the NHS faces.

Daniel Mortimer, chief executive of NHS Employers, noted the key messages from the report, including:

- we are in the midst of an incredibly difficult period financially for health and social care in the UK
- to develop a sustainable workforce with the right skills, we must prioritise long-term workforce planning and talent management
- the NHS will only continue to thrive if it is given the right resources.
RESOURCES

Lifetime allowance briefing

Our new briefing is designed to help you have conversations with members of the NHS Pension Scheme about lifetime allowance. Lifetime allowance is the amount of pension savings an individual can make over a working lifetime without paying tax. If an individual’s total pension savings exceed the lifetime allowance, a tax charge is due on the excess benefits. Raising awareness of the lifetime allowance may help staff take action to avoid or mitigate the tax charge. This briefing will help you answer any queries that staff may have and where to signpost staff for more informany and advice.

Find out more on the annual and lifetime allowance web page.

Benefits leaflet template

Communicating the benefits of working for your organisation can be one of the biggest challenges. Use our easy-to-use template to create a benefits leaflet to promote reward offers to potential employees and your existing workforce. We have recently published two examples from University Hospitals of North Midlands NHS Trust and Avon and Wiltshire Mental Health Partnership NHS Trust who have both used our template to create their own promotional leaflet.

We have a variety of other resources to help you deliver your benefits package to staff on our website.

Local CEA webinars

If you missed the December 2018 webinars, you can still catch up on new and updated resources for running local clinical excellence award rounds by watching our webinar recording.

2018 reward survey results

Thanks to all who took part in our reward survey in 2018. The survey responses have enabled us to gain a deeper understanding of how organisations are approaching reward, and we will continue to develop resources to help you further shape your reward package. Take a look at the results in our infographic.

Flexible working

Offering flexible working opportunities is an important part of the reward offer and can help employers attract and retain staff. This new guide explores how to build a business case for flexible working as part of your retention strategy. It includes best practice, practical tips and resources as well as a number of case studies that illustrate the range of flexible working arrangements already in place across the NHS.

Newsletter feedback

If you have any comments on the format and content of the newsletter, please let us know what you think – email reward@nhsemployers.org. Also, don’t forget to sign up to receive the newsletters directly if you don’t already.