Annex 11 - Additional freedoms for NHS foundation trusts in England

Additional freedoms for NHS foundation trusts in England

1. Where NHS organisations acquire earned autonomy or foundation trust status in England, they will have greater autonomy in relation to the use of specified local freedoms under this agreement. In these areas:
   (i) NHS foundation trusts will be able to act independently, consistent with their licence;
   (ii) three-star NHS organisations will be able to act independently, but will be required to consult with local or neighbouring employers before final decisions are taken on the use of these freedoms;
   (iii) all other NHS organisations will be able to act only as permitted by guidelines agreed through the NHS Staff Council.
2. The specified local freedoms which can be exercised with greater autonomy are outlined in the below sections
Freedoms which require good management

(i) the ability to offer alternative packages of benefits of equivalent value to
the standard benefits set out in this agreement, among which the
employee can make a personal choice (e.g. greater leave entitlements but
longer hours)
(ii) the ability to negotiate local arrangements for compensatory benefits
such as expenses and subsistence, which differ from those set out in this
handbook
(iii) the ability to award recruitment and retention premia above 30 per
cent of basic pay where that is justified, without prior clearance by the
NHS Staff Council.

Freedoms which must be part of a properly constituted reward
scheme for individual, team or organisational performance related to
genuinely measurable targets, offering equal opportunities for all staff
in the relevant organisation, unit or work area

(i) the establishment of new team bonus schemes and other incentive
schemes
(ii) the establishment of schemes offering additional non-pay benefits
above the minimum specified elsewhere in this agreement

(iii) accelerated development and progression schemes.

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