

Pay Circular (AforC) 1/2007

Remuneration of Public Health Specialist Trainees under the Agenda for Change agreement

To: All NHS employers

Summary

This pay circular informs employers of the agreed arrangements for the remuneration of specialist trainees in public health under the Agenda for Change agreement. It sets out the agreed application of Annex U of the NHS Terms and Conditions of Service Handbook to these trainees.

Action

- 1 Employers should proceed to assimilate specialist trainees onto Agenda for Change by implementing the attached arrangements (see Annex) as soon as possible. Any arrears of pay should be backdated to 1 October 2004.

Public Health Trainees and Agenda for Change

- 2 It has been recognised that special trainees in public health (SpTs) fall into the category outlined in Annex U, paragraph 2(iii) of the NHS Terms and Conditions of Service handbook, so levels of their pay should be determined by a percentage of the pay of qualified staff. The expectation is that qualified staff will be eligible to apply for posts at band 8d. These arrangements have been agreed to ensure that a consistent and broadly equitable approach is taken for all public health trainees.

Enquiries

- 3 Employees should direct personal enquiries to their employer.
- 4 Employers should direct enquiries to: agendaforchange@nhsemployers.org

Further copies

- 5 Copies of this circular can be downloaded from: www.nhsemployers.org
- 6 A copy of the NHS Terms and Conditions of Service handbook can be downloaded from the NHS Employers website at the following web address
www.nhsemployers.org/payandconditions/agendaforchange.asp

Issued by



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ARRANGEMENTS FOR THE REMUNERATION OF PUBLIC HEALTH SPECIALIST TRAINEES FOR ASSIMILATION TO AGENDA FOR CHANGE

- 1 The Executive of the NHS Staff Council has agreed the application of Annex U of the NHS Terms and Conditions of Service Handbook in relation to specialist trainees in public health (SpTs).
- 2 Employers of trainees should move to assimilate these trainees onto Agenda for Change as soon as possible. Any arrears of pay should be back dated to 1 October 2004.
- 3 SpTs fall in the category outlined in Annex U, paragraph 2 (iii) of the NHS Terms and Conditions of Service Handbook, so levels of pay should be determined as a percentage of the pay for qualified staff. The expectation is that SpTs when qualified will be eligible to apply for jobs at Band 8d.
- 4 SpTs are required to do the same training in order to be awarded a Certificate for Completion of Training (CCT) or equivalent as (medically qualified) specialist registrars (SpR) in public health. These arrangements have been agreed to ensure that a consistent and broadly equitable approach is taken in respect of all public health trainees.
- 5 The following percentages of pay should apply in each year of training based upon the top pay point in band 8d:

Year of training	Percentage
Year 1	45%
Year 2	47%
Year 3	49%
Year 4	52%
Year 5	56%

- 6 Where applicable the protection arrangements on assimilation as set out in Section 46 of the Handbook will apply.
- 7 Year of training should be understood as educational year. Where trainees in view of previous experience or qualifications have exemptions from a year of training they would commence at the Year 2 level of pay or later as appropriate.

On-call working and overtime

- 8 Where trainees are required to work "on-call", locally agreed arrangements which normally provide for a 20% supplement, equivalent to the supplement received by medical specialist registrars (1C banding) should continue or be introduced. In these circumstances no additional payments should be made to trainees for on-call duty (as any other AfC on-call percentages are subsumed within the 20%) or who are called into work during a period of on-call or overtime within the European Working Time Directive (EWTD) limits.

Pay protection for entrants to training programmes

- 9 It is recognised that it is important to encourage and facilitate entry to public training programmes from a variety of professional backgrounds. Pay protection on a mark time basis will be provided to individuals who move into public health training programmes from other higher paid posts within the NHS or from elsewhere where previous experience is judged to be relevant to NHS employment.

Other terms and conditions

- 10 In all other respects the provisions of the Terms and Conditions of Service Handbook that relate to staff in Band 8 will also apply to SpTs.

Review

- 11 From August 2007, a new training curriculum will be introduced for all public health trainees. Medically qualified trainees will enter the new Specialty Registrar Grade (StR) at an earlier career stage than previously.
- 12 In view of possible changes to Agenda for Change on-call arrangements, and the likely impact of Modernising Medical Careers, it has been agreed that this guidance will be subject to review by the executive of the Staff Council no later than May 2008.