

The Scottish Government
Health Workforce Directorate
Employment and Retention Division¹



15 December 2008

Dear Colleague

PAY UPLIFTS FOR STAFF ON ORGANISATIONAL CHANGE PROTECTION

Summary

1. Since the discontinuation of Whitley pay scales in 2005, there has been no clear method of applying yearly uplifts to the salaries of staff who went on to “no detriment” protection of Whitley pay, prior to 1 October 2004, under NHSScotland’s organisational change protection policy.

2. This issue has been discussed in partnership by the Scottish Terms and Conditions Committee (STAC) and agreement has now been reached to increase “target earnings” for staff in this position in line with yearly Agenda for Change uplifts. The Annex to this circular describes the agreement in detail.

Cabinet Secretary Approval

3. This circular has been approved by the Cabinet Secretary under regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 (S.I. 1991/537). A copy of the formal approval is attached.

Action

4. NHS Boards, Special Health Boards and NHS National Services Scotland (Common Services Agency) should review the salaries of staff on organisational change protection under these circumstances and amend them in line with the provisions set out in this circular where necessary.

Addresses

For action

Chairs, NHS Boards and Special Health Boards and NHS National Services Scotland (Common Services Agency)
Chief Executives, NHS Boards and Special Health Boards and NHS National Services Scotland (Common Services Agency)
Directors of Finance, NHS Boards and Special Health Boards and NHS National Services Scotland (Common Services Agency)
Directors of Human Resources, NHS Boards and Special Health Boards and NHS National Services Scotland (Common Services Agency)

For information

Members, Scottish Partnership Forum
Members, Scottish Terms and Conditions Committee
Members, Scottish Workforce and Staff Governance Committee

Enquiries to:

Mr Colin Cowie
Scottish Government Health Directorates
Health Workforce
Ground Floor Rear
St Andrew’s House
EDINBURGH EH1 3DG

Tel: 0131-244 3778
Fax: 0131-244 2837

E-mail:
Colin.cowie@scotland.gsi.gov.uk

5. Employers should make their own arrangements for obtaining additional copies of this circular, which can be viewed at:

www.show.scot.nhs.uk/sehd/publications.asp

Yours sincerely

JACQUI JONES

Acting Deputy Director for Health Workforce
Employment and Retention

The Scottish Government
Health Workforce Directorate
Employment and Retention Division¹



**NATIONAL HEALTH SERVICE
APPROVAL OF REMUNERATION AND CONDITIONS OF SERVICE**

In accordance with regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 (S.I. 1991/537) the remuneration and conditions of service set out in the attached Scottish Government Health Workforce Directorate circular of 15 December 2008 – PCS(OCP)2008/1 – in respect of pay uplifts for staff on organisational change protection are hereby approved for the purposes of the said Regulations.

JACQUI JONES
Acting Deputy Director for Health Workforce
Employment and Retention
Scottish Government
Health Directorates
St Andrew's House
EDINBURGH
EH1 3DG
15 December 2008

PAY UPLIFTS FOR STAFF ON ORGANISATIONAL CHANGE PROTECTION

The Scottish Terms and Conditions Committee have agreed, in partnership, that staff who went on to organisational change protection under the Whitley system (i.e. effective prior to 1 October 2004) should have their target earnings increased in line with the Agenda for Change pay uplift overall percentage increase. Boards are therefore asked to ensure that staff in this position receive increases in earnings on the following dates of the following percentages:

- 1 April 2006 – 2.5%
- 1 April 2007 – 2.5%
- 1 April 2008 – 2.75%

The intention is that salaries for these staff will continue to be increased in line with Agenda for Change rates. Confirmation of this and guidance on any particular provisions to be applied will be issued each year along with the circular advising the service of uplifts to salaries for staff covered by the Agenda for Change agreement.