



# Work in the NATIONAL HEALTH SERVICE

July 2013/07

## AGENDA for CHANGE

### What is Agenda for Change?

Your pay, terms and conditions for the NHS are defined by the 'Agenda for Change'.

'Agenda for Change' was implemented in the NHS across the UK on 1 December 2004, with pay, terms and conditions backdated to 1 October 2004. It was the biggest overhaul of NHS-wide pay, terms and conditions in more than 50 years.

### How Agenda for Change works

The 'Agenda for Change' system allocates pay bands to posts using the Job Evaluation Scheme. The pay system is designed to:

- deliver fair pay for non-medical staff based on the principle of 'equal pay for work of equal value'
- provide better links between pay and career progression using the Knowledge and Skills Framework
- harmonises terms and conditions of service such as annual leave, hours and sick pay, and work done in 'unsociable hours'.

### NHS Staff Council

The national NHS Staff Council has overall responsibility for the 'Agenda for Change' pay system and has representatives from both employers and trade unions. The NHS Staff Council remit includes:

- maintaining the 'Agenda for Change' pay system
- negotiating any changes in core conditions for staff on 'Agenda for Change' and reflecting these in the NHS terms and conditions of service handbook
- providing national support on interpreting the national agreement for employers and trade unions

### NHS Staff Council – Membership

The NHS Staff Council and its Executive Committee are partnership groups made up of employer representatives, nationally recognised trade unions and NHS Employers. Below are details of the GMB representatives on the NHS Staff Council:

- Rehana Azam – GMB NHS National Officer
- Steve Rice – GMB Chair of Ambulance Committee
- Martin Jackson – GMB NHS Committee Chair/ Member of CDNA Committee

You can contact the above NHS Staff Council by email: [nhs@gmb.org.uk](mailto:nhs@gmb.org.uk)

### WHY SHOULD YOU JOIN THE GMB?

NHS workers' pay and conditions are being attacked on a daily basis. AfC is just one example; a huge number of job cuts are being proposed in the NHS. Services are being moved, changed or cut. NHS workers are finding that managers are down-banding pay but not duties. NHS workers are being asked to do more in the workplace and need the support of a campaigning union so join GMB today if you are not a member.

NHS workers, in many cases, devote a lifetime to caring for people and patient care is their top priority. It is unfair that NHS workers are being treated this way.

### LET'S STICK TOGETHER AND RETAIN OUR HARD FOUGHT TERMS AND CONDITIONS

GMB is Britain's fastest growing trade union. GMB is a campaigning trade union; its job is to get the best deal for GMB members at work and is committed to building a strong organisation in every GMB workplace, and so help make every workplace safer. Whoever you are, wherever you work, joining GMB is the right decision.

### GMB Membership Subscriptions:

**1<sup>st</sup> October 2012 rates for GMB membership will be as follows.**

Full time- Grade 1 = £2.70 per week (£11.70 per month)

Part time - Grade 2 = £1.55 per week (£6.72 per month)

Join online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join)

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# 'GMB Proud to celebrate the NHS 65<sup>th</sup> Birthday'

On Friday 5<sup>th</sup> July 2013, nearly 30 events were planned across the country by GMB to celebrate the NHS 65<sup>th</sup> Birthday.

## NHS 65<sup>th</sup> BIRTHDAY CELEBRATIONS 5<sup>TH</sup> JULY



## Happy Birthday NHS



Join online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join)

