

Agenda for change

Unsocial hours

Agenda for Change proposes a new way of paying for unsocial hours working. These proposals are causing real concern to members. This Briefing explains the new proposals and what they would mean for members.

Under Whitley Council arrangements each occupational group (ancillary staff, admin and clerical, nursing and midwifery, occupational therapy (AHPs), operating department practitioners, pharmacy technicians (PTB) and so on) has its own agreement. If the new proposals are implemented there will only be one agreement for all NHS staff because the conditions would be harmonised. This briefing explains:

- 1 A method of calculating how much you would earn in unsocial hours under the Agenda for Change proposals.
- 2 A series of case studies covering the occupational groups to assist you in comparing what you would earn for unsocial hours under Agenda for Change compared to what you currently earn under the current Whitley agreements.

Summary of unsocial hours proposals

Under the Agenda for Change proposals, unsocial hours are defined as any hours worked:

- 1 Between 7pm and 7am
- 2 On Saturday or Sunday
- 3 On Bank Holidays

The proposed system is based on looking at the average number of unsocial hours someone works over a typical shift rota and then giving them a fixed percentage addition to basic pay.

This addition is paid during annual leave and periods of sickness. To work out how much you would get follow the stages listed below.

- 1 Add the total number of unsocial hours worked in a rota. The length of a rota will vary from one workplace to another.
- 2 Add up the total number of hours worked in a rota.
- 3 Then divide the total number of unsocial hours worked by the total number of hours worked.
- 4 Multiply the answer to the above by 37.5. This will give you the average number of unsocial hours each week for that period.

The formula therefore is:

$$\frac{\text{Total number of unsocial hours in rota}}{\text{Total number of hours in a rota}} \times 37.5$$

5 Check the average number of hours against the chart below. The number given in the right hand columns shows the percentage extra you would get in addition to your basic salary for working unsocial hours. Remember, to use your proposed basic pay (under Agenda for change) in these calculations.

6 Where staff work less than 37.5 hours the average number of hours worked outside the normal hours is automatically adjusted by the formula above and the same percentage additions will be made to ensure part-time staff are treated equally with full-time staff.

UNISON Briefing Notes 3a, 3b, 3c, 3d, and 3e will follow shortly and look in detail at the impact of the new proposals on nurses, healthcare assistants, domestic assistants, porters and part-time staff. Further Briefing Notes for other occupations will follow.

Average unsocial hours	Percentage of basic salary	
	Pay Bands 1-7	Pay band 8
Up to 5	Local Agreement	Local Agreement
More than 5 but not more than 9	9%	9%
More than 9 but not more than 13	13%	10%
More than 13 but not more than 17	17%	10%
More than 17 but not more than 21	21%	10%
More than 21	25%	10%