



# Agenda for Change

London Ambulance Service NHS Trust working in partnership with UNISON, GMB, Amicus and TGWU

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Issue 37

## Agenda for Change arrangements for Bank staff

Following recent joint negotiations, agreement has been reached on the application of Agenda for Change arrangements for Service Bank staff, which come into effect from 1 April 2007.

Both staff and management-side have acknowledged that Agenda for Change was primarily designed for staff working in substantive posts and could not therefore be applied in full to flexible workers such as Bank staff, who, as such, are not technically and legally employees of the Service.

However, both parties recognise that Bank staff should be rewarded broadly in line with the principles of Agenda for Change and therefore negotiations have focused on offering what is appropriate to the different nature of flexible working.

Agreement has been reached to follow the principles of the locally-agreed framework model developed by NHS Professionals and their Staffside, an NHS Trust that deals with Bank staff across the country.

### Payment calculations

Under this agreement, from 1 April 2007, the rate of pay applied for Service Bank staff of any grade will be based on the third spine point of the Agenda for Change band of the job being covered. Pay elements will also be added to cover the High Cost Area Supplement, plus an amount to recognise any unsocial hours working required to fulfil the duties of the job being covered. These pay elements will be combined to form a revised 'spot-rate' which will not then be altered because of short-term variations in location or shifts covered.

Once the figure outlined above has been calculated, a further 11.59% will be added in lieu of annual leave.

### For example, based on 2006 rates of pay this will mean:

From April 2007, someone working as Bank staff covering the post of a Paramedic will receive £14.83 per hour plus 11.59%. From April 2007, someone working as Bank staff covering the post of an EMT will receive £12.76 per hour plus 11.59%.

The LAS Staffside has consistently argued for arrears which would be based on the NHS Professionals agreement. While there was joint agreement on the uplift in the hourly rate for Bank staff, there was no joint agreement regarding the date of implementation.

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# Update