

UNSOCIAL HOURS

A presentation on the new NHS
Unsocial Hours Payment Scheme





Why Change?

- No universal agreement in Agenda for Change
- Current arrangements (Handbook Section 2) only interim
- Interim scheme based on former Whitley arrangements
- Interim scheme pays different premia in same Band
E.g Band 2 Weekends: Health Care Asst's receive 33% or 66% addition but Ancillary workers receive 50% or 100%
- Does not deliver Equal Pay for those in same pay band
- Agreed in 2004 to develop harmonised scheme for all (Non Medical) NHS Staff





Interim Scheme 1

Nurses & Midwives and PTA
(Nurses cap at top of Band 6)

Column 1	Column 2	Column 3
Pay band	Any time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am	All time on Sundays and Public Holidays (midnight to midnight)
1	Time plus 33%	Time plus 66%
2	Time plus 33%	Time plus 66%
3	Time plus 33%	Time plus 66%
4 – 9	Time plus 30%	Time plus 60%





Interim Scheme 2

Ancillary & Maintenance

Column 1	Column 2	Column 3
Mon to Friday (8pm – 6am)	Any time on Saturday <i>(midnight to midnight)</i>	All time on Sundays and Public Holidays (midnight to midnight)
Evenings plus 20%	Time plus 50%	Time plus 100%
Nights plus 33%		

Rotating and Alternating Shift Payments





Interim Scheme 3

Administrative & Clerical

Column 1	Column 2	Column 3
Mon – Friday 8pm – 6am	Saturday after 12 noon	All time on Sundays and Public Holidays (midnight to midnight)
Evenings plus 15%	Time plus 50%	Time plus 100%
Nights plus 25%		

Regular Shift Workers plus 10%,
Regular Night Shifts at least 1:4 plus 20%,
1:8 plus 15%





Interim Scheme 4

Ambulance & Early Implementers

Average Unsocial Hours	Percentage of Basic Salary	
	Pay Bands 1-7	Pay Bands 8 & 9
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%

7pm – 7am Monday – Friday
plus weekends and public holidays





New Unsocial Hours scheme

from 1st April 2008

Column 1	Column 2	Column 3
Pay band	Any time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am	All time on Sundays and Public Holidays (midnight to midnight)
1	Time plus 50%	Double Time
2	Time plus 44%	Time plus 88%
3	Time plus 37%	Time plus 74%
4 – 9	Time plus 30%	Time plus 60%





Key Elements of new scheme (1)

- Effective from 1 April 2008.
- Transitional arrangements to 1st April 2011
- Replaces paras 2.1 to 2.12 of Handbook.
- Covers **all** staff on Agenda for Change.
- No change to incremental dates
- English & Northern Irish Ambulance Organisations to use Annexe E & F of Handbook
- Early implementers included
- Band 6 cap removed





Key Elements of new scheme (2)

- Premia based on salary + Long Term RRP
- Not based on Short Term RRP or HCA's
- Applies to standard and part time hours contracts
- Paid from 8pm – 6am Monday – Friday, Saturdays, Sundays and Public Holidays
- 50 : 50 rule (if more than half the shift in unsocial hours, all shift hours paid as if unsocial)
- Payable for periods of sickness, annual leave, maternity leave
- Provision for incremental acceleration





Key Elements of new scheme (3)

- Sleeping-in payments and Pathology scheme deferred to on-call review
- Protection if needed as AFC to 31.03.11
- Can be used prospectively – equal pay check and £15 shift change payments
- Cash lump sum buy out for those receiving alternating shift payments (Ancillary, Craft, Administrative & Clerical)
- Read more: www.unison.org.uk
- UNISON is recommending acceptance



Transitional Arrangements (1)

For those on Ancillary, Administrative & Clerical and Craft schemes

Column 1	Column 2	Column 3	Column 4
Year	Pay band(s)	Any time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am	All time on Sundays and Public Holidays (midnight to midnight)
1 April 2008 to 31 March 2009	2 to 5 inclusive	Time plus 50%	Double Time
1 April 2009 to 31 March 2010	2	Time plus 48%	Time plus 96%
	3	Time plus 46%	Time plus 92%
	4 and 5	Time plus 44%	Time plus 88%
1 April 2010 to 31 March 2011	2	Time plus 46%	Time plus 92%
	3	Time plus 42%	Time plus 84%
	4 and 5	Time plus 37%	Time plus 74%

Transitional Arrangements (2)

For those on Nurses & Midwives and PTA schemes

Column 1	Column 2	Column 3	Column 4
Year	Pay band	Any time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am	All time on Sundays and Public Holidays (midnight to midnight)
1 April 2008 to 31 March 2009	2	Time plus 39%	Time plus 78%
	3	Time plus 35%	Time plus 70%
1 April 2009 to 31 March 2010	2	Time plus 42%	Time plus 84%
	3	Time plus 36%	Time plus 72%
1 April 2010 to 31 March 2011	2	Time plus 43%	Time plus 86%
	3	Time plus 37%	Time plus 74%