

**To: Chief Executives, NHS Trusts
HR Directors, NHS Trusts
Finance Directors, NHS Trusts**

Eich cyf . Your ref
Ein cyf . Our ref



**Llywodraeth Cynulliad Cymru
Welsh Assembly Government**

Dear Colleague,

Summary

This pay circular informs NHS Wales employers of the changes that have been agreed to take effect from 1 April 2007 and 1 November 2007 in the national conditions of service for the staff covered by the Agenda for Change agreement. The letter also gives details of the revised payment arrangements which have been agreed in respect of Supervisors of Midwives.

Action

1. The revised national rates of pay set out in Annex C of this circular apply from 1 April and 1 November 2007 respectively. Please implement and, backdate the new awards as soon as possible.

Uplifts to national salary scales and allowances for 2007/08

2. This circular provides details of increases from 1 April 2007 and 1 November 2007 to:
 - a. National salary scales for 2007/08:
 - For staff on pay points 1-7, 2.5% of March 2007 pay scale payable from 1 April with an additional amount to raise the overall increase to £400 paid in November.
 - For staff on pay points 8-18, 2.5% of March 2007 pay scale payable from 1 April with an additional £38 paid in November.
 - For all other staff, 2.5% payable from 1 April
 - b. Alternating/rotary shift allowances payable under Section 2 paragraph 2.6 of the handbook.
 - c. The national recruitment and retention premia payable for qualified maintenance craftsmen and technicians under the terms of Annex R paragraph 13 of the handbook and healthcare chaplains under paragraph 15.
 - d. The Sleep-In allowance will increase to £28.89.

Unsocial Hours

3. Where flat rate “unsocial hours payments” and ‘on call allowances’, continue to be paid in accordance with section 2 of the handbook, these should be increased in line with the general pay award.

Support for clinical staff requiring professional registration

4. This does not apply to Wales.

Funding for training

5. This does not apply to Wales.

Supervisors of Midwives: Payment Arrangements

6. Details of the new arrangements which have been agreed following negotiations between the Welsh Assembly Government, the Royal College of Midwives and the service are to be found at Appendix 2 to this letter.
7. The revised national rates made effective by this pay circular replace those notified in Pay Circular (AforC) 1/2006.
8. Details of the changes made effective by this circular are in the Appendix attached.
9. The recommended rates from 1 April 2007 and 1 November 2007 have been calculated on the basis of a cumulative uplift using the Agenda for Change pay rates applicable on the 1 October 2004 as the baseline figures to maintain relativity, and may therefore differ slightly from figures calculated by applying the uplift to the figures at 1 April 2006.
10. If a midwife becomes a supervisor part way through the year (e.g. February) they will not receive the allowance payment until the next October. Should a Supervisor leave during the year the Trust should take whatever steps it sees fit to reclaim the allowance for the balance of the year.

Enquiries

11. Employees should direct personal enquiries to their employer.
12. Employers should direct enquiries to gwenda.davies@wales.gsi.gov.uk

Further copies

13. Copies of this circular can be downloaded from: HOWIS
14. A copy of the NHS Terms and Conditions of Service handbook can be downloaded from the NHS Employers website at the following address: www.nhsemployers.org/payandconditions/agendaforchange.asp

Issued by



Ian Stead
HR Director, NHS Wales
Welsh Assembly Government

APPENDIX 1.

AGENDA FOR CHANGE TERMS AND CONDITIONS OF SERVICE HANDBOOK

The changes made effective by this circular for 2007 are:

Amendments flat rate allowances for “unsocial hours” in Section 2, effective from 1 April are available at

www.nhsemployers.org/payandconditions/agendaforchange.asp

The changes for information purposes are:

- Paragraph 2.6 line 8 delete £567 and insert £581 from April and delete £969 and insert £993 from April. Delete 1 April 2006 in line 9.

Amendments to pay rates effective from 1 April, set out in Annex C are available at

www.nhsemployers.org/payandconditions/agendaforchange.asp

Annex C has been attached to this pay circular for information purposes. Pay rates for 2006 will move to Annex B and will become Table 11b which will form a chronological record of pay rates since 1 October 2004.

Amendments to Annex R are available at

www.nhsemployers.org/payandconditions/agendaforchange.asp

The changes for information purposes are:

- Paragraph 13 Annex R – line 3: delete £2,972 and insert **£3,046 for April-2007**.
- Paragraph 17: – delete 1 April 2006 in the first sentence – and insert **1 April 2007**

Table 12 Pay Bands and Pay Points on Second and Third Pay Spines from 1 April 2007

Point	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8				Band 9
								Range A	Range B	Range C	Range D	
1	12,077/6											
2	12,481	12,481										
3	12,827	12,827										
4	13,174	13,174										
5		13,578/9										
6		13,983	<i>13,810*</i>									
7		14,388	14,388									
8		14,907	14,907									
9		15,485	15,485									
10			15,832									
11			16,294	<i>16,063*</i>								
12			16,815	16,815								
13			17,219	17,219								
14				17,854								
15				18,490	<i>18,490*</i>							
16				19,067								
17				19,645	19,645							
18				20,223	20,223							
19					20,801							
20					21,494							
21					22,187							
22					22,823	<i>22,534*</i>						
23					23,458	23,458						
24					24,383	24,383						
25					25,424	25,424						
26						26,464						
27						27,388	<i>26,926*</i>					
28						28,313	28,313					
29						29,237	29,237					
30						30,277	30,277					
31						31,779	31,779					
32							32,704					
33							33,744					
34							34,899	<i>34,899*</i>				
35							36,112	36,112				
36							37,326	37,326				
37								38,828				
38								40,330	<i>40,330*</i>			
39								42,064	42,064			
40								43,335	43,335			
41									45,530			
42									48,072	<i>48,072*</i>		
43									50,616	50,616		
44									52,002	52,002		
45										54,313		
46										56,856	<i>56,856*</i>	
47										60,669	60,669	
48										62,402	62,402	
49											65,003	
50											68,180	<i>68,180*</i>
51											71,646	71,646
52											75,114	75,114
53												78,718
54												82,497
55												86,457
56												90,607

*Pay rates in italic are special transitional points which apply only during assimilation to the new system. They are shown here for convenience. They are explained more fully in Section 46

Table 12 Pay Bands and Pay Points on Second and Third Pay Spines from 1 November 2007

Point	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8				Band 9
								Range A	Range B	Range C	Range D	
1	12,182											
2	12,577	12,577										
3	12,913	12,914										
4	13,253	13,253										
5		13,647										
6		14,042	13,873*									
7		14,437	14,437									
8		14,945	14,945									
9		15,523	15,523									
10			15,870									
11			16,332	16,101*								
12			16,853	16,853								
13			17,257	17,257								
14				17,893								
15				18,528	18,490*							
16				19,105								
17				19,683	19,683							
18				20,261	20,261							
19					20,801							
20					21,494							
21					22,187							
22					22,823	22,534*						
23					23,458	23,458						
24					24,383	24,383						
25					25,424	25,424						
26						26,464						
27						27,388	26,926*					
28						28,313	28,313					
29						29,237	29,237					
30						30,277	30,277					
31						31,779	31,779					
32							32,704					
33							33,744					
34							34,899	34,899*				
35							36,112	36,112				
36							37,326	37,326				
37								38,828				
38								40,330	40,330*			
39								42,064	42,064			
40								43,335	43,335			
41									45,530			
42									48,072	48,072*		
43									50,616	50,616		
44									52,002	52,002		
45										54,313		
46										56,856	56,856*	
47										60,669	60,669	
48										62,402	62,402	
49											65,003	
50											68,180	68,180*
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Appendix 2

Supervisors of Midwives: Payment Arrangements

Background

The Agenda for Change agreement in the section on leads and allowances said:

“Employers may use their discretion, subject to partnership arrangements, to reward staff undertaking statutory, regulatory duties performed outside of those required by the job description and/or measured by the NHS Job Evaluation Scheme.

Current examples of such statutory, regulatory duties include midwifery supervision”

As a result of discussions in Wales between the Royal College of Midwives, the Welsh Assembly Government and the service the following arrangements have been agreed to apply in Wales.

Definition of Supervision of Midwives

The supervision of midwives is a statutory function prescribed by The Nursing and Midwifery Order 2001. The Midwives Rules & Standards which were published by the Nursing & Midwifery Council in 2004 details the requirements prior to appointment as a supervisor of midwives. These are as follows:

Have 3 years experience as a practising midwife and successfully complete a supervisor of midwives preparation programme. Once appointed the supervisor of midwives will be required to demonstrate commitment through continuing professional development & updating by achieving a minimum of 15 hours of study pertinent to supervision within each registration period. (Rule 11 Midwives Rules & Standards NMC 2004).

Supervision of Midwives is a statutory, regulatory duty required by The Nursing and Midwifery Council (NMC) following The Nursing & Midwifery Order 2001. This directs the NMC to establish and maintain a register of qualified nurses and midwives and establish standards of proficiency that are considered necessary for safe and effective practise.

Rule 12 states;

1. Each practising midwife shall have a named supervisor of midwives from among the supervisors of midwives appointed by the local LSA covering her main area of practice
2. An LSA shall ensure that
 - Each practising midwife has a named supervisor
 - Each supervisor must meet their midwives at least once a year to review their practice and identify possible training needs
 - Each supervisor must maintain records, including records of any meetings
 - Each midwife must have access to a supervisor within 24 hours

The role of a supervisor of midwives is to protect the public by empowering midwives and midwifery students to practise safely and effectively, they are accountable to the LSA and act as a resource for any midwife who requires advice and/or support. Supervisors may also assist in discussions with women who have expressed concern regarding the provision of care.

Payment

It has been agreed that with effect from 1 October 2004 (the date of implementation of Agenda for Change) supervisors of midwives will receive a flat rate payment of £1000 (one thousand pounds).

This payment will replace all other such payments designed to reward supervisors of midwives e.g. additional scale points, discretionary points, one-off allowances, lump sum payments etc.

The payment is subject to annual general inflation uplifts as announced by the NOHPRB.

On-Call Allowances

Where required, supervisors of midwives should receive on-call allowances at their normal rate. There should be no 'double on-call' that is if they would have been on-call for their normal duties no additional on-call payment would be made for that period.

Protected Time

Supervisors of midwives should be given appropriate protected time to enable them to carry out their duties effectively. This should be agreed locally taking into account local circumstances and needs.

June 2007