



**Ambulance Service Headquarters**

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Dear colleague,

## **Unsocial hours payments during sickness - national agreement**

In February the NHS Staff Council agreed changes to the NHS terms and conditions of service handbook which covers staff on Agenda for Change contracts in England, with effect from 31<sup>st</sup> March 2013.

One of the agreed changes relates to unsocial hours payments during periods of sickness. This agreement is covered in Annex 14 (a) (England) the section of Agenda for Change which details the provision of unsocial payments to compensate for out of hours working.

The agreements now state that pay during sickness absence will be paid at basic salary levels and will not include any allowance or payments linked to working patterns or additional work commitments. This change will not apply to staff who are paid on spine points 1-8 of Agenda for Change or to those whose absence is due to work-related injury or disease.

To try and assist ambulance service staff in understanding what the change would mean for them, a national spread sheet was developed which shows the unsocial hours percentage paid at each spinal point. I have included this for your ease of reference. You are able to see how much would be deducted per hour should an individual report sick during an unsocial hours period of work from 1<sup>st</sup> September 2013.

The NHS Staff Council (employer's side) has always maintained that this agreement is an overarching principle and therefore applies to all NHS employees covered by the Agenda for Change Handbook. This is regardless of whether the unsocial payments are made retrospectively (i.e. after the hours are worked) or prospectively, such as in the case of the ambulance sector (i.e. calculated in advance from a rota pattern).

The Trade Unions have disputed this principle claiming that the national agreement does not cover the ambulance sector and should not be applied to Annex E (the prospective unsocial payment system). On this basis separate discussions have been on-going since 31<sup>st</sup> March between staff side and the national employers to develop a mechanism for introducing this Agenda for Change agreement.

This dispute is a national issue and is not a matter for individual ambulance trusts to negotiate on locally. The position of this Trust is that this is a national agreement and therefore does apply with the key issue being 'how' it is to be introduced into our prospective pay system.

The trade unions are currently holding ballots of their members on whether or not they accept the national agreement. It is recognised that the loss of any allowance is not favourable. However, the Trust has always been clear that, although it has become a Foundation Trust, it will continue to abide by the national Agenda for Change agreements and this means it will implement them in full.

We will continue to maintain open dialogue with staff side in the Trust and await the national response to this ballot.

Yours faithfully,

A handwritten signature in black ink, appearing to read "Kim Nurse", is enclosed in a thin black rectangular border.

Kim Nurse  
Director of Workforce and Organisational Development

Unsocial Hours Payment Matrix 2013-14

Rates of Pay 2013/14				Unsocial hours payment per hour worked - To be deducted following sickness absence					
Point	Annual	Monthly	Hourly	25%	21%	17%	13%	9%	5%
<b>Band 1</b>									
1	£14,294.00	£1,191.17	£ 7.31						
2	£14,653.00	£1,221.08	£ 7.63						
3	£16,013.00	£1,251.08	£ 7.88						
<b>Band 2</b>									
1	£14,294.00	£1,191.17	£ 7.31						
2	£14,653.00	£1,221.08	£ 7.63						
3	£16,013.00	£1,251.08	£ 7.88						
4	£16,452.00	£1,269.00	£ 7.89						
5	£16,891.00	£1,320.92	£ 8.11						
6	£16,271.00	£1,395.92	£ 8.32						
7	£16,811.00	£1,400.92	£ 8.60						
8	£17,425.00	£1,452.08	£ 8.91						
<b>Band 3</b>									
6	£16,271.00	£1,395.92	£ 8.32						
7	£16,811.00	£1,400.92	£ 8.60						
8	£17,425.00	£1,452.08	£ 8.91						
9	£17,794.00	£1,482.93	£ 9.10						
10	£18,285.00	£1,523.79	£ 9.35						
11	£18,638.00	£1,569.83	£ 9.63						
12	£19,288.00	£1,605.67	£ 9.95						
<b>Band 4</b>									
11	£18,638.00	£1,569.83	£ 9.63						
12	£19,288.00	£1,605.67	£ 9.95						
13	£19,647.00	£1,662.25	£ 10.20						
14	£20,638.00	£1,719.83	£ 10.55						
15	£21,265.00	£1,772.08	£ 10.88						
16	£21,388.00	£1,782.33	£ 10.94						
17	£22,016.00	£1,834.67	£ 11.28						
<b>Band 5</b>									
20	£24,799.00	£2,068.98	£ 12.89						
21	£25,783.00	£2,148.58	£ 13.19						
22	£26,822.00	£2,255.17	£ 13.72						
23	£27,901.00	£2,325.08	£ 14.27						
<b>Band 6</b>									
24	£28,795.00	£2,396.25	£ 14.71						
25	£29,759.00	£2,479.92	£ 15.22						
26	£30,764.00	£2,563.67	£ 15.73						
27	£31,788.00	£2,647.33	£ 16.25						
28	£32,898.00	£2,741.50	£ 16.82						
29	£34,530.00	£2,877.50	£ 17.66						
<b>Band 7</b>									
26	£30,764.00	£2,563.67	£ 15.73						
27	£31,788.00	£2,647.33	£ 16.25						
28	£32,898.00	£2,741.50	£ 16.82						
29	£34,530.00	£2,877.50	£ 17.66						
30	£34,530.00	£2,877.50	£ 17.66						
31	£36,666.00	£3,055.50	£ 18.75						
32	£37,921.00	£3,160.08	£ 19.39						
33	£39,239.00	£3,269.92	£ 20.17						
34	£40,558.00	£3,379.83	£ 20.74						
<b>Band 8</b>									
33	£39,239.00	£3,269.92	£ 20.17						
34	£40,558.00	£3,379.83	£ 20.74						
35	£42,180.00	£3,519.17	£ 21.66						
36	£43,922.00	£3,651.83	£ 22.41						
37	£45,707.00	£3,800.92	£ 23.38						
38	£47,089.00	£3,924.00	£ 24.08						
<b>Band 9</b>									
40	£52,225.00	£4,352.92	£ 26.71						
41	£54,998.00	£4,593.17	£ 28.13						
42	£56,504.00	£4,708.67	£ 28.80						
43	£58,016.00	£4,818.25	£ 29.18						
44	£61,779.00	£5,148.25	£ 31.59						
45	£65,922.00	£5,483.50	£ 33.71						
46	£67,805.00	£5,650.42	£ 34.88						

Rates of Pay 2013/14				Unsocial hours payment per hour worked following sickness absence					
Point	Annual	Monthly	Hourly	10%	9%	5%	10%	9%	5%
<b>Band 8</b>									
37	£45,707.00	£3,800.92	£ 23.38	£ 2.34	£ 2.10	£ 1.17	£ 2.81	£ 2.53	£ 1.41
38	£47,089.00	£3,924.00	£ 24.08	£ 2.41	£ 2.17	£ 1.20	£ 2.89	£ 2.60	£ 1.44
39	£48,473.00	£4,122.75	£ 25.30	£ 2.53	£ 2.28	£ 1.27	£ 3.02	£ 2.72	£ 1.51
40	£52,225.00	£4,352.92	£ 26.71	£ 2.67	£ 2.40	£ 1.34	£ 3.16	£ 2.84	£ 1.56
41	£54,998.00	£4,593.17	£ 28.13	£ 2.81	£ 2.53	£ 1.41	£ 3.27	£ 3.03	£ 1.68
42	£56,504.00	£4,708.67	£ 28.80	£ 2.89	£ 2.60	£ 1.44	£ 3.47	£ 3.12	£ 1.73
<b>Band 9</b>									
43	£58,016.00	£4,818.25	£ 29.18	£ 2.94	£ 2.67	£ 1.47	£ 3.57	£ 3.26	£ 1.81
44	£61,779.00	£5,148.25	£ 31.59	£ 3.16	£ 2.84	£ 1.56	£ 3.79	£ 3.41	£ 1.89
45	£65,922.00	£5,483.50	£ 33.71	£ 3.37	£ 3.03	£ 1.68	£ 4.06	£ 3.63	£ 2.05
46	£67,805.00	£5,650.42	£ 34.88	£ 3.47	£ 3.12	£ 1.73	£ 4.21	£ 3.79	£ 2.11
47	£70,651.00	£5,985.92	£ 36.12	£ 3.61	£ 3.28	£ 1.81	£ 4.41	£ 3.91	£ 2.26
48	£74,094.00	£6,173.67	£ 37.89	£ 3.79	£ 3.41	£ 1.89	£ 4.68	£ 4.13	£ 2.28
49	£77,850.00	£6,487.50	£ 39.81	£ 3.98	£ 3.58	£ 1.98	£ 4.80	£ 4.28	£ 2.40
50	£81,618.00	£6,801.50	£ 41.74	£ 4.17	£ 3.76	£ 2.08	£ 5.04	£ 4.53	£ 2.52
<b>Band 9</b>									
50	£81,618.00	£6,801.50	£ 41.74	£ 4.17	£ 3.76	£ 2.08	£ 5.04	£ 4.53	£ 2.52
51	£85,535.00	£7,127.92	£ 43.74	£ 4.37	£ 3.94	£ 2.16	£ 5.28	£ 4.78	£ 2.68
52	£89,640.00	£7,470.00	£ 46.04	£ 4.58	£ 4.13	£ 2.26	£ 5.48	£ 4.93	£ 2.78
53	£93,944.00	£7,828.67	£ 48.04	£ 4.80	£ 4.32	£ 2.40	£ 5.68	£ 5.10	£ 2.90
54	£98,453.00	£8,204.42	£ 50.35	£ 5.04	£ 4.53	£ 2.52	£ 5.94	£ 5.35	£ 3.02

Unsocial hours pay enhancement for staff in pay bands 8 and 9 cancelled during any time worked before 7:00 am or after 10:00 pm. Monday to Friday, any time worked before 8:00 am or after 1:00 pm on Saturdays and Sundays, and any time worked on Bank Holidays.

Unsocial hours pay enhancement for staff in pay bands 1 to 7 cancelled during any time worked before 7:00 am or after 7:00 pm Monday to Friday, and any time worked on Saturdays, Sundays or Bank Holidays.

