Scottish Government
Riaghaltas na h-Alba
gov.scot

T: 0131-244 ███

████████████████

[redacted]

* reply by email *

Our ref: 2018/0014371
29 May 2018

Dear **[redacted]**

Thank you for your email of 11 April to Shona Robison, Cabinet Secretary for Health and Sport, regarding NHS pay. I have been asked to reply, as it is not possible for the Cabinet Secretary to respond in person to all the mail she gets.

Concerning a pay deal for NHS Scotland Agenda for Change staff, I can advise you that a group of key stakeholders has been set up to negotiate a pay settlement, and also to reform the Agenda for Change system in Scotland (we have committed to investing the funds which will flow to Scotland as a result of any English deal, to modernise and reform the Agenda for Change system here).

As you may know, we were the first UK country to commit to scrapping the 1% cap, and we are engaged in partnership working with Staff Side and NHS Employers to negotiate a pay deal. It is our firm intention to move as quickly as possible to a position where a pay uplift for 2018-19 can be paid to staff. Once a settlement is agreed, staff will receive retrospective payments to reflect the value of the uplift, backdated to 1 April 2018. We have also committed to a pay settlement which is on a no detriment basis so that our hard working staff are paid at least as fairly as those in the other parts of the UK.

I hope that this response is of interest.

Yours sincerely

████████████

████████████

INVESTORS IN PEOPLE | Accredited Until 2020

From: **[redacted]**
Sent: Wednesday, April 11, 2018 6:45:58 AM
To: Sturgeon N (Nicola), MSP
Subject: Pay rise

Dear nicola..i am a health care assistant working for nhs glasgow and clyde..we just got an letter from unison to say that yous are delaying paying us a pay rise..can you explain why this is..the grim reality of the situation for most health care workers is a constant struggle to make ends meet...bills going up continually ..yet wages stagmenting...staff morale at all time low..can you personally respond to this email or will you hide behind your secretary with a typical politician response by saying we are looking into this..not good enough coming and this is coming from one of your
supporters.
Sent from my Samsung Galaxy smartphone.

Scottish Government
Riaghaltas na h-Alba
gov.scot

[redacted]

* reply by email *

Our ref: 2018/0008672
10 April 2018

Dear **[redacted]**

Thank you for your email of 7 March to the First Minister regarding pay for nursing assistants. Pay, terms and conditions within NHS Scotland come under the remit of Shona Robison, Cabinet Secretary for Health and Sport, and I have been asked to reply.

Band weighting under the Agenda for Change system was devised and implemented in full partnership between NHS employers, trades unions and the UK Health Departments, and operates on the basis that, provided a job description is accurate, the Agenda for Change process should match a post to the correct band. There are a range of job profiles available for most job titles, which under the previous "Whitley" system were often used quite generically. The important point is whether job descriptions have been matched against the correct job profile, and it is for NHS Boards to accomplish this through the agreed staff/management partnership matching process.

The designers of the job evaluation process recognised that there would be disagreements, and there is a fairly extensive set of procedures designed to identify errors and resolve disputes. This includes the banding review system, which is also conducted in partnership and exists to ensure that the matching process has been accomplished correctly and to make adjustments where it has not. After the review process has been gone through, although there is no further right of appeal once all the mechanisms in the system have been exhausted, staff who believe that the process has not been applied properly in their case have the option of raising a grievance under their NHS Board's *Dealing With Employee Concerns* policy.

It is not clear whether you or have gone through all the mechanisms, but should you wish to consider the grievance procedure it provides a further opportunity for the job matching, banding and review process to be evaluated independently, and your local professional or trades union representative would be best placed to advise on this course of action.

INVESTORS IN PEOPLE | Accredited Until 2020

Finally, I must advise you that while the Scottish Government provides the policies, frameworks and resources to support the delivery of healthcare in Scotland, it is for Scottish NHS Health Boards to ensure the delivery of high quality person-centred services in a safe and effective way, and they are responsible for determining the shape of the workforce within their own areas. NHS Boards therefore have fully delegated powers to recruit and deploy their workforce to meet their service provision responsibilities and to deliver high quality, safe and sustainable services. The Scottish Government is therefore unable intervene in a matter which is correctly between an NHS employer and its employees.

I hope that this response has clarified the position and is of interest.

Yours sincerely

INVESTORS IN PEOPLE | Accredited Until 2020

Sent: Wednesday, March 7, 2018 12:10:50 PM
To: Sturgeon N (Nicola), MSP
Subject: Message from Scottish Parliament website
name:
[redacted]
address:
[redacted]
email:
[redacted]
telephone:
[redacted]

message:

Hello,
I am contacting you regarding the unfair pay scale for nursing assistants in NHS Forth Valley. I work as a nursing assistant within **[redacted]** in Forth Valley and with this job comes several challenges and responsibilities. These tasks can be putting me and my colleagues in physical danger alongside potential traumatic experiences however, despite the challenges and responsibilities involved we are paid a band 2 which is the same as a domestic assistant.

It appears that Forth Valley is one of the few health boards who do not pay their nursing assistants the appropriate banding and despite numerous attempts to resolve this matter no progress os being made. I would be more than happy to provide more information on the role we provide should the Scottish Government decide to look into this further.

Thanks

[redacted]

INVESTORS IN PEOPLE | Accredited Until 2020