

AFC Refresh 2018 – PAY PROGRESSION

A new NHS Staff Council progression framework will be put in place by 1 April 2019, so that within each pay band staff will be supported to make the best use of their skills. A partnership approach will be developed to implement the framework consistently in Wales building on the existing Pay Progression Policy.

The new pay progression system will help ensure that all staff have the appropriate knowledge and skills they need to carry out their roles. It will be underpinned by a commitment from employers to strengthen and improve the appraisal process. The new pay progression system will:

enable staff in bands 2 to 7 to reach the top of their pay band more quickly

describe expected minimum periods of time before progression to the next pay-step point

not be automatic, it is expected that staff who meet the required standards by their pay step date will progress to their next pay step point.

give staff the opportunity to demonstrate they have met the required standards, putting annual appraisals and continuous professional development at the centre of the process

require line managers and staff to follow the pay-step submission process in order to access the next pay-step point

require employers to provide information to enable the UK NHS Staff Council to undertake regular monitoring of pay progression and re-earnable pay as well as information pertaining to employees with protected characteristics

The key points of the required standards for pay progression are detailed below:

- a completed individual appraisal process that is in line with the organisation's standards
- no live formal disciplinary action on the staff members record
- all statutory and/or mandatory training is fully complete
- any local standards, as agreed through partnership working have been met
- for line managers only – all appraisals for their staff must be complete.