



SCOTTISH EXECUTIVE

Health Department
Workforce Directorate

Dear Colleague

REMUNERATION OF PUBLIC HEALTH SPECIALIST TRAINEES UNDER THE AGENDA FOR CHANGE AGREEMENT

Summary

1. This pay circular informs employers of the arrangements for the remuneration of specialist trainees in public health under the Agenda for Change agreement. It sets out the agreed application of Annex U of the NHS Terms and Conditions of Service Handbook to these trainees.

2. It has been recognised that specialist trainees in public health (SpTs) fall into the category outlined in Annex U, paragraph 2(iii) of the NHS Terms and Conditions of Service handbook, so levels of their pay should be determined by percentage of the pay of qualified staff. The expectation is that qualified staff will be eligible to apply for posts at band 8d. These arrangements have been agreed to ensure that a consistent and broadly equitable approach is taken for all public health trainees.

Action

3. Employers should proceed to assimilate specialist trainees onto Agenda for Change by implementing the attached arrangements (see Annex) as soon as possible. Any arrears of pay should be backdated to 1 October 2004 or to the date of appointment if this occurred after 1 October 2004.

4 April 2007

For action

Chairs, NHS Boards and Special Health Boards
Chief Executives, NHS Boards and Special Health Boards
Directors of Human Resources, NHS Boards and Special Health Boards.

For information

Members, Scottish Terms and Conditions Committee
Members, Scottish Partnership Forum
Members, Scottish Workforce and Staff Governance Committee
Members, Scottish Pay Reference and Implementation Group

Enquiries to:

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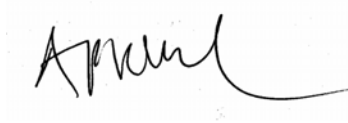
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4. Employers are asked to make their own arrangements for obtaining additional copies of this circular, which can be viewed at: www.show.scot.nhs.uk/sehd/publications.asp.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Alex Killick', with a long horizontal flourish extending to the right.

ALEX KILLICK
Associate Director for Workforce
Employment and Retention



**NATIONAL HEALTH SERVICE
APPROVAL OF REMUNERATION AND CONDITIONS OF SERVICE**

In accordance with regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 (S.I. 1991/537) the remuneration and conditions of service set out in the attached Scottish Executive Health Department letter of 4 April 2007 – PCS(AFC) 2007/1 – in respect of, Remuneration Of Public Health Specialist Trainees Under The Agenda For Change Agreement are hereby approved for the purposes of the said Regulations.

Elinor Mitchell

ELINOR MITCHELL
Associate Director for Workforce
Planning and Development

Scottish Executive
Health Department
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EH1 3DG

4 April 2007

ANNEX

ARRANGEMENTS FOR THE REMUNERATION OF PUBLIC HEALTH SPECIALIST TRAINEES FOR ASSIMILATION TO AGENDA FOR CHANGE

1. The Executive of the UK NHS Staff Council has agreed the application of Annex U of the NHS Terms and Conditions of Service Handbook in relation to specialist trainees in public health (SpTs).
2. Employers of trainees should move to assimilate these trainees onto Agenda for Change as soon as possible. Any arrears of pay should be backdated to 1 October 2004 or to the date of appointment if this occurred after 1 October 2004.
3. SpTs fall in the category outlined in Annex U, Paragraph 2 (iii) of the NHS Terms and Conditions of Service Handbook, so levels of pay should be determined as a percentage of the pay for qualified staff. The expectation is that SpTs when qualified will be eligible to apply for jobs at Band 8d.
4. SpTs are required to do the same training in order to be awarded a Certificate of Completion of Training (CCT) or equivalent as (medically qualified) specialist registrars (SpR) in public health. These arrangements have been agreed to ensure that a consistent and broadly equitable approach is taken in respect of all public health trainees.
5. The following percentages of pay should apply in each year of training based upon the top pay point in band 8d:

Year of Training	Percentage
Year 1	45%
Year 2	47%
Year 3	49%
Year 4	52%
Year 5	56%

6. Where applicable the protection arrangements on assimilation as set out in Section 46 of the Handbook will apply.
7. Year of training should be understood as educational year. Where trainees in view of previous experience or qualifications have exemptions from a year of training they would commence at the Year 2 level of pay or later as appropriate.

On-Call Working and Overtime

8. Where trainees are required to work “on-call”, locally agreed arrangements which normally provide for a 20% supplement equivalent to the supplement received by medical specialist registrars (1C banding) should continue or be introduced. In these circumstances no additional payments should be made to trainees for on-call duty (as any other AfC on-call

percentages are subsumed within the 20%) or who are called into work during a period of on-call or overtime within the European Working Time Directive (EWTD) limits.

Pay Protection for Entrants to Training Programmes

9. It is recognised that it is important to encourage and facilitate entry to public training programmes from a variety of professional backgrounds. Pay protection on a mark time basis will be provided to individuals who move into public health training programmes from other higher paid posts within the NHS or from elsewhere where previous experience is judged to be relevant to NHS employment.

Other Terms and Conditions

10. In all other respects the provisions of the Terms and Conditions of Service Handbook that relate to staff in Band 8 will also apply to SpTs.

Review

11. From August 2007, a new training curriculum will be introduced for all public health trainees. Medically qualified trainees will enter the new Speciality Registrar Grade (StR) at an earlier career stage than previously.

12. In view of possible changes to Agenda for Change on-call arrangements, and the likely impact of Modernising Medical Careers, it has been agreed that this guidance will be subject to review by the executive of the UK NHS Staff Council no later than May 2008.