

**HUMAN RESOURCES DIRECTORATE
PAY AND EMPLOYMENT UNIT**

Chief Executives of HSC Bodies¹;

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Your Reference: **HSC (JNF) (1) 2012**

13 March 2012

Dear Colleagues

**AGENDA FOR CHANGE: FURTHER EXTENSION OF PROTECTION FOR
EXISTING HSC ON CALL ARRANGEMENTS**

1. This Circular applies to all staff on Agenda for Change terms and conditions of service who provide on-call cover.
2. Circular HSC (JNF) (8) 2011 issued on 13 September 2011 set out new on-call arrangements from 1 October 2011 for the HSC.
3. Recent discussions at the Joint Negotiating Forum have highlighted a number of areas where on-call out of hours arrangements remain at a critical stage of development and will not be sufficiently developed for implementation on 1 April 2012. In order to facilitate the completion of these service requirements the JNF has agreed to further extend the period of protection until 30 September 2012. This extended period of protection should not preclude the implementation of the new on-call arrangements before 30 September if the detail of the new arrangements has been reached at an earlier date. The content of this Circular has been agreed with locally recognised trade unions.

¹ The Health and Social Care Board, HSC Trusts, the Public Health Agency, the Business Services Organisation, the Northern Ireland Blood Transfusion Service Agency, the Northern Ireland Guardian ad Litem Agency, the Northern Ireland Practice & Education Council for Nursing, Midwifery & Health Visiting (NIPEC), the Northern Ireland Social Care Council (NISCC), the Patient & Client Council, the Northern Ireland Regulation and Quality Improvement Authority and the Northern Ireland Medical and Dental Training Agency (NIMDTA)

4. Circular HSC (JNF) (8) 2011 should be amended to read:

“Transition Arrangements

6. There will be a transition period from 1 October 2011 to 30 September 2012 for staff who suffer a detriment in relation to on-call availability payments as a result of the implementation of these new arrangements. During the transition period relevant staff will continue to receive a payment equivalent to that of their former scheme (based on actual on-call periods undertaken during the transition period) until such times as the new rates exceed the former rates or until 30 September 2012 whichever is sooner.

Arrangements from 1 October 2012

7. From 1 October 2012 all relevant staff will be paid on the rates applicable for the new on-call arrangements; “mark time” arrangements will not apply.”

5. Appendix 1 to the Circular should be amended to read:

“TRANSITION AGREEMENT

26. The implementation date for these new on-call arrangements will be 1 October 2011. There will be a transition period from 1 October 2011 to 30 September 2012 for staff who suffer a detriment in relation to on-call availability payments as a result of the implementation of these new arrangements. During the transition period relevant staff will continue to receive a payment equivalent to that of their former scheme (based on actual on-call periods undertaken during the transition period) until such times as the new rates exceed the former rates or until 30 September 2012 whichever is sooner.
27. From 1 October 2012 all relevant staff will be paid on the rates applicable for the new arrangements; “mark time” arrangements will not apply.”

Enquiries

6. Employers should direct enquires about the contents of this Circular to the Human Resources Directorate (Non- Medical Unit), Room D1, Castle Buildings, Upper Newtownards Road, Belfast, BT4 3SJ, telephone 028 90522832, email; p&e@dhsspsni.gov.uk.
7. Employees should direct personal enquiries to their employer or their trade union.

Further Copies

8. Copies of this Circular can be obtained from the Department's website at www.dhsspsni.gov.uk/index/publications. A copy of the NHS Terms and Conditions of Service Handbook (which includes at Annex 3 the agreed Principles for harmonised on-call arrangements) can be downloaded from the NHS Employers website at:
http://www.nhsemployers.org/sitecollectionDocuments/afc_service_handbook_aw_010708.pdf.

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