

**Board Paper
August 2022
PAY AWARD - 2022**

Agenda Item Number:		This will be added by the Secretariat
Presented for:	Decision/Approval, Discussion,	
Report of:		
Author (s):	Assistant HRBP	
Report History:	NONE	
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Links to HIF's Objectives		
Deliver an efficient and effective service offering to Harrogate and District Foundation Trust		√
Create strong sustainable partnerships		
Develop sustainable organisational systems		
Develop and maintain a strong, efficient and agile workforce		√
Strengthen the local community through collaboration		

Recommendation:
The Board is asked to review the information within this paper and agree to in principle for all NHS Salary Reviews to be applied to HIF staff.

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1.0 Introduction

- 1.1 The pay award for substantive NHS staff employed under the remit of the NHS Pay Review Body (NHS PRB) was recently announced by the government. The government has accepted the recommendations of the NHS PRB, as outlined in its report, and agreed a range of percentage uplifts across the bands which will be backdated to 1 April 2022.
- 1.2 The purpose of this report is to request the Board to agree that the same percentage increases are applied to the HIF scales and are backdated to 1st April 2022.
- 1.3 The Board are also asked to agree in principle that each NHS salary review is applied to the HIF salary scales and backdated accordingly.
- 1.4 We would also like the Board to consider and agree in principle to uplifts of on-call availability payments in line with NHS recommendations and local HDFT reviews.

2.0 HIF Pay Scales

- 2.1 HIF terms and conditions were formulated on the commencement of the Company and were established through benchmarking similar companies within the area. The terms agreed at the time were ahead of or equal to the marketplace. The basic salary scales mirrored A4C ~~XXXX~~ to make the company competitive and assist recruitment of staff which had historically been difficult.
- 2.2 Due to the current recruitment market, salary levels are now equal or lower than the local market making both recruitment and retention of staff difficult.
- 2.3 Although some terms and conditions have been aligned to A4C to ensure parity across the Company and HDFT. To maintain this and to ensure fairness and equity across staff groups it is advised that percentage uplifts are applied to all HIF pay scales backdated to April 2022.

3.0 Financial Implications

- 3.1 Budget provision is available to support the implementation of the percentage uplift (Appendix A), backdated to April 2022.

4.0 Recommendation

- 4.1 The Board is requested to approve the percentage increases to all HIF pay scales backdated to 2022.
- 4.2 To agree in principle that all future NHS Pay Reviews are applied to HIF Payscales. 1.
- 4.3 To agree in principle that all future uplifts based on NHS Pay Reviews and/or HDFT local arrangements of on-call availability payments are applied.