

Agenda for Change

Get it Right - RIGHT WORK PLACE

Agenda for Change is the pay, terms and conditions package for NHS staff. It was proposed by the UK Government in 2003 to replace the outdated Whitley system and provide equal pay for equal work. 99.9% of staff in the NHS in Wales have now been assimilated onto Agenda for Change terms and conditions with back pay.

The Knowledge and Skills Framework (KSF) is what binds together the Agenda for Change package. It is the Framework of Knowledge and Skills required in any single NHS post. It will be a tool for career development and also for role redefinition. This makes it centrally important, without KSF there will be no cultural change to NHS roles and responsibilities or behavioural change from NHS organisations. It is intrinsically linked to the benefits realisation agenda with the development of new roles and better ways of working. In order for the NHS to be successful in utilising KSF there must be a robust appraisal and personal development process in place.

87% of posts in the NHS in Wales now have an approved KSF outline, covering 90% of staff, and 83% of posts had an assigned outline on eKSF.

However very limited use of the KSF to support appraisals has been identified in the NHS in Wales, with very limited numbers of staff receiving a Personal Development Plan. A Personal Development Plan should allow staff to develop more fully into their role in order to best meet the needs of patients.

KEY POLICY ACTIONS

- As part of their appraisal all NHS staff should have a personal development plan setting out their learning objectives.
- The Welsh Assembly Government should ensure that appropriate funding is invested to ensure that the NHS is a lifelong learning environment where staff learning objectives can be met.
- Every NHS ward and department should have a learning representative.
- The Welsh Assembly Government should ensure there is a national job evaluation unit to monitor and safeguard the NHS from the creation of sharp discrepancies in job evaluation which are unfair and detrimental to both staff development and patient care.

