

Chapter 2. HPA Sponsored Session

Healthcare Science and Scientists - What are the Issues?

Griffiths P

Lincoln

In February 2001 'Making the Change - A Strategy for the Professions in Healthcare Science' was published. This document was intended to raise the profile of the professions working in Healthcare Science and introduced the generic title of 'Healthcare Scientist' to create a common identity, purpose and status for those staff that is similar to other professional groups in the NHS...'. This presentation will review the progress that has been made in the last 18 months in establishing Healthcare Scientists as a professional group and describe some of the issues that will have to be overcome to bring about 'a flexible, multi-disciplinary and competent workforce, able to practice across traditional boundaries'

Pay Modernisation – Agenda for Change

Clements R

HPA Industrial Relations Representative

The NHS pay system is unfair. This has been demonstrated in the Courts, and in order to prevent further claims, a new pay system is being established. The new system must be fair, non-discriminatory and applicable to all NHS posts. The project to develop this system is "Agenda for Change" and it should provide a new contract for all staff employed by the NHS. It will certainly be applicable to us and one of its effects should be to ensure that we are covered by a pay review body.

Negotiations are being conducted by a Central Negotiating Group (CNG) and four working parties looking at Job Evaluation, Implementation, Pay Progression and Terms and Conditions.

The pay system will be based upon a factored job evaluation system. The system has been designed to meet the specific needs of the NHS and to be equitable in absolute terms. This means that some professions will get bigger rises than others during implementation. Jobs have been benchmarked to decide how they will transfer onto the new pay scales. After implementation, jobs will have to be individually evaluated if the new grade is disputed.

Terms and conditions will become the same for all staff. For every staff group this is likely to lead to improvements in some conditions and worsening of others.

Negotiations are nearing completion. Early implementer sites are being sought. Events are beginning to move rapidly and the latest developments will be reported.

Pay Modernisation – Agenda for Change Part II

Maskell R

HPA General Secretary

If there is one thing that we can be certain on in the NHS, it is change, and we are about to see the biggest change of all time. The Pay Modernisation (Agenda for Change) will radically alter the way everyone working in the NHS is remunerated, and will give a new and transparent guidance to career progression. But the biggest change of all is contained within the NHS Plan which is bold enough to announce that the roles we know so well in the NHS today will be transformed and re-modelled. Therefore, the future can be embraced as an opportunity to develop the role of the medical physicist or technologist into something quite different - a challenge to us all, or is it?

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