

FOR INFORMATION ONLY

Plymouth Health and Adult Social Care Overview and Scrutiny Panel

Recommendations from the Meeting Held on 26 September 2012

NHS Regional Pay

The Panel has agreed to recommend –

1. to Plymouth Hospitals NHS Trust (PHNT) that all staff are fully engaged in the consultation of any changes that affect them and their views demonstrably taken into account;
2. that PHNT formally considers the impact of any local pay scheme on the recruitment and retention of staff, particularly those with specialist skills;
3. that PHNT formally considers the impact of any local scheme on the city and sub-regional economy;
4. that the South West Pay, Terms and Conditions Consortium formally seeks the views of other key public sector employers in Plymouth and the sub-region as part of the wider consultation process;
5. that the South West Pay, Terms and Conditions Consortium and PHNT formally considers improved productivity, management and service redesign as an alternative to altering pay and conditions;
6. that PHNT ensures the existing appraisal and supervision arrangements are carried out with 100% of staff;
7. the panel notes the expenditure of seven million pounds on sickness absence within PHNT and requests the trust to produce an effective sickness/absence management strategy;
8. that PHNT formulates and publishes a response to the challenges raised in the staff survey;
9. that PHNT return to a future meeting of the panel to discuss progress against the above recommendations.