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NHS
WALES

Bwrdd Iechyd
Hywel Dda
Health Board

MEMORANDWM MEMORANDUM

I/To: All Staff

Oddiwrth/From: Andrea Thomas, Pay Modernisation Manager

Dyddiad/Date: 8th March 2010

Re: Enhanced Payments

Please note that from the 1st April 2010 staff who are Banded 2-5 will see the third stage of the Implementation of the New Unsocial Arrangements come into force.

This will have impact on the enhanced payment for unsocial hours worked as follows:

Ancillary staff, healthcare, maintenance staff and administrative and clerical staff in pay bands 1,2,3,4 and 5.

| Year | Pay Band(s) | All time on Saturday (midnight to midnight) and any weekday after 8pm and before 6am | All time on Sundays and Public Holidays (midnight to midnight) |
|-------------------------------|--------------------|---|---|
| 1 April 2010 to 31 March 2011 | 1 | Remains unchanged at Time plus 50% | Remains unchanged at Double Time |
| | 2 | Time plus 46% | Time plus 92% |
| | 3 | Time plus 42% | Time plus 84% |
| | 4 and 5 | Time plus 37% | Time plus 74% |
| 1 April 2011 | 1 | Remains unchanged at Time plus 50% | Remains unchanged at Double Time |
| | 2 | Time plus 44% | Time plus 88% |
| | 3 | Time plus 37% | Time plus 74% |
| | 4 and 5 | Time plus 30% | Time plus 60% |

Support staff in pay bands 2 and 3 transferring from the nurses' and midwives' Whitley system of unsocial hours payment

| Year | Pay Band(s) | All time on Saturday (midnight to midnight) and any weekday after 8pm and before 6am | All time on Sundays and Public Holidays (midnight to midnight) |
|-------------------------------|--------------------|---|---|
| 1 April 2010 to 31 March 2011 | 2 | Time plus 43% | Time plus 86% |
| | 3 | Time plus 37% | Time plus 74% |
| 1 April 2011 | 2 | Time plus 44% | Time plus 88% |
| | 3 | Time plus 37% | Time plus 74% |

The final stage is due to be implemented as from 1 April 2011.