

## Scottish Terms and Conditions Committee

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To: Chief Executives and Employee Directors:  
NHS Boards and Special Health Boards,  
NHS National Services Scotland (Common Services Agency)  
and Healthcare Improvement Scotland

CC: Directors of Human Resources and Staff Side Chairs:  
NHS Boards and Special Health Boards,  
NHS National Services Scotland (Common Services Agency)  
and Healthcare Improvement Scotland

12 January 2012

Dear colleague

### **AGENDA FOR CHANGE: EVALUATION OF NEW POSTS**

The Scottish Terms and Conditions Committee (STAC) recently discussed how NHS Scotland could best maintain expertise in Agenda for Change (AfC) job evaluation now that the work of evaluating and reviewing posts has been concluded.

A few Boards have expressed concerns about their ability to maintain necessary expertise locally to cope when new posts are proposed.

One possible solution for new posts could be a national system or, alternatively, three regional systems. STAC agreed that there could be advantages in moving away from individual Health Board job evaluation to a more centralised system for new posts including:

- improved consistency in outcomes
- it would enable national outcomes for new posts developed by individual Boards and for posts developed nationally, eg by NES
- it would make it easier to maintain a relevant level of expertise in AfC job evaluation.

However, before taking this further, STAC agreed that each Health Board should be asked for their views.

We would therefore be grateful if you could consider this further within your Board area and confirm whether or not you think this is worthy of further discussion by STAC. Any views you may have on the advantages or disadvantages of such a move would be appreciated and it would also very useful to understand what level of activity you still have in relation to AfC job evaluation as this might determine whether it would be more appropriate to consider a single national system or a regional approach.

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Responses and any enquiries in relation to this should be addressed to Janis Millar at [janismillar@nhs.net](mailto:janismillar@nhs.net). In order to consider this further at the next STAC meeting, it would be useful to have replies by 31 January 2012.

Yours sincerely



George Brechin  
Management Chair  
STAC



Elizabeth Stow  
Staff Side Chair  
STAC