

## Trust and Health Board survey interim results (June 2006)

To date 54 responses have been received from Departments and Hospitals; of these matching has started in all but one site and in all but 4 departments.

### Process of AfC

Of the 50 sites that have started the AfC process results have been disclosed to 72% of all staff (36 sites) and are still unknown to 22% (11 sites), 3 sites did not answer the question.

### Appeals

Amongst those who have had their results disclosed (36 sites) appeals have been lodged at 30 sites. There are definitely not appeals at 4 sites and 2 did not answer the question. The percentage of staff appealing at these sites is set out in the table below and varies considerably.

% of staff in the department appealing	% of total
10%	30%
20%	7%
30%	23%
40%	17%
50%	13%
70%	3%
90%	7%
	<b>100%</b>

The appeals process is slow going for most departments and 50% of appeals have yet to be heard. Only 10% of all appeals in a department have been heard.

% of appeals heard	none	10%	20%	30%	40%	50%	90%	100%	Total
<b>Total</b>	50%	20%	3%	3%	7%	3%	3%	10%	100%

Of the 15 sites that have been advised of appeal outcomes only 47% have had all appealing staff advised of their outcome

### Staff advised of appeal outcome?

Yes, all staff	yes, some staff	no one advised	Total
47%	33%	20%	100%
7	5	3	15

### Band 5/6 revision

In December 2005 the band 5 and band 6 profiles were revised and all Trusts and Health Boards were required to review all the matches made to the previous original versions of those profiles. However only 38% of sites say this has been done; it has not been done in 34% of sites and 28% of sites did not answer that question.

Yes	No	unanswered	Total
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38%	34%	28%	100%
19	17	17	50

Of those sites where a review has not yet taken place only 24% of sites have scheduled reviews.

<b>Yes</b>	<b>No</b>	<b>Unanswered</b>	<b>Total</b>
24%	65%	12%	100%

The outcome of those reviews which have taken place was positive for some staff. At 21% of sites all those staff reviewed were moved to a higher band and at a further 26% some staff were moved as a result of the review.

<b>yes, all reviewed</b>	<b>Yes, some reviewed</b>	<b>no staff moved</b>	<b>unanswered</b>	<b>Total</b>
21%	26%	21%	32%	100%

### Pay protection

The percentage of staff on pay protection varied between sites. Of the 34 sites that answered the question, and where results have been disclosed to staff, 50% have no staff on pay protection but 32% have about 10% on protection and some sites have as much as 90% of staff on pay protection.

<b>Staff on protection</b>	<b>% of respondents</b>	<b>Count of respondents</b>
none	50%	17
10%	32%	11
20%	3%	1
30%	3%	1
40%	3%	1
50%	3%	1
60%	3%	1
90%	3%	1
	<b>100%</b>	<b>34</b>

Pay protection is primarily occurring for staff in bands 5 to 7.

<b>AfC Bands on protection</b>	<b>Number of sites where pay protection is occurring</b>
Band 3	1
Band 4	1
Band 5	9
Band 6	9
Band 7	10
Band 8	none

Only 6 departments who have started the AfC process have completed it, i.e. matching and assimilation and all appeals heard. 43 are still in the process and 4 departments have yet to start the process.

## KSF

The KSF process should have started by now, all staff should have a KSF profile and a plan of how they will develop during the coming year, but only 40% of those departments who have begun AfC matching have KSF profiles in place, 56% have no profiles in place and 4% did not answer. Perhaps unsurprisingly all those departments who have not started the AfC process have also not started the KSF process.

Dept job matching started?	KSF profiles drawn up for all posts			
	yes	No	Unanswered	Total
Yes	20	28	2	50
No		4		4

Development reviews scheduled (count 20)

Less than 50% of those who have profiles in place have KSF reviews scheduled for staff and of these only 44% are currently underway, which equates to only 20% of all departments

	Yes	No	Unanswered	Total
Scheduled KSF reviews?	9	10	1	20
	Yes	No		
Reviews currently underway	4 (44%)	5 (56%)		9

## KSF funding

84% of those who answered the question (and 78% of all respondents) believe that there is not adequate funding for KSF in their department.