

## Press Release

For Immediate Release 13<sup>th</sup> January 2008

### Slow Agenda for Change in General Practice

A recent salary survey for nurses in general practice by [www.practicenursing.co.uk](http://www.practicenursing.co.uk) indicates that few general practices are embracing Agenda for Change (AfC). Based on pay factors alone the practicenursing.co.uk AfC Index identifies that only 10% of practices have adopted Agenda for Change.

Only 57% of respondents received a cost of living rise in 2008. Furthermore only 27% received an annual incremental rise an important part of the Agenda for Change initiative adopted by the NHS.

Commenting on the survey, Dr Peter Carter, Chief Executive & Secretary General of the Royal College of Nursing (RCN), said:

"It's disappointing to hear yet again that the hard work and expertise of nurses and healthcare assistants in general practice is still not being adequately remunerated. It's worrying that a substantial number of those surveyed did not receive an incremental raise or a cost of living increase particularly as nurses have taken on an increased amount of the general practice workload since contract changes in 2004.

"Although practice nursing offers more flexible working arrangements than the NHS, the Government is going to have to rely heavily on general practice nurses to deliver future reforms and improvements to patient care. When you consider that 1 in 5 nurses in general practice are over 55, it is essential that general practice nurses are rewarded appropriately."

Bernie Campbell of [practicenursing.co.uk](http://www.practicenursing.co.uk) said

"It is clear from the survey that general practices are ignoring Agenda for Change. There is concern within the practice nursing community that pay is losing touch with the rest of the NHS. Our survey allows nurses to understand how their pay compares and provides practices the ability to review the pay of their nursing team."

### Notes for editors

#### Survey

946 surveys were completed between 16<sup>th</sup> October and 31<sup>st</sup> December 2008 with pay ranging from £6.90 to £40.00 per hour. The average pay for practice nurses in the survey was £15.12. A pay estimator is provided on [www.practicenursing.co.uk](http://www.practicenursing.co.uk) to help practices review the pay for their nursing team using the survey data. The survey report is available at <http://www.practicenursing.co.uk/salary>

#### Agenda for Change

The Agenda for Change (AfC) is the NHS pay and career structure negotiated between UK health departments, the NHS Confederation and health service unions. Negotiations on the proposals began in 1999 when the health departments of England, Northern Ireland, Scotland and Wales published a document called Agenda for Change. This document highlighted the need for changes to pay, career structure and conditions of employment within the NHS. The RCN has expressed the view that practice nurses and nurse practitioners employed by GPs should be paid at AfC rates of pay.

[www.practicenursing.co.uk](http://www.practicenursing.co.uk) is the largest on-line community of nurses working in UK general practice. It has over 8500 registered members. The website acts as a daily meeting place for practice nurses who often work alone or in very small teams. The website provides a forum, job page, medical supplies finder and has just published its first salary survey.

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