

## Press Release

(For Release 22nd January 2010)

### GPs still not adopting Agenda for Change

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 and holiday entitlement less than 4% of practices provide the same pay and conditions as received by nurses working for the NHS.

Although this is a slight increase on 2008 survey which reported that 2.5% of practices provided Agenda for Change pay and conditions, the subjective comments in the survey indicate widespread frustration with the lack of adoption of Agenda for Change in general practice. When compared with a newly qualified nurse in the NHS 70% of the nurses in the survey received less holidays and 3% received less pay.

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

“It is clear from the survey that most general practices are ignoring Agenda for Change and there is evidence within the survey that nurses are returning to the NHS. With a population of very experienced nurses in general practice, many nearing retirement this represents a problem for government and practices alike. Our survey allows nurses to understand how their pay compares and provides practices the ability to review the pay of their nursing team.”

Commenting on the survey, Josie Irwin, Head of the Employment Relations Department at the Royal College of Nursing (RCN), said:

“It is disappointing that, despite our efforts to persuade general practices to implement NHS pay, terms and conditions, only a minority have done so. This survey reveals a similar story to the findings included in the RCN evidence to the pay review body, *Past Tense, Future Imperfect*. “

“Employers should take heed of these surveys and make the necessary changes to ensure that talented nurses still want to work in general practice in the future. The General Practice Nursing workforce is more mature than any other group of nurses - without a modern working environment, practices will find it increasingly difficult to recruit the nurses needed to ensure the provision of excellent services in the future.”

### Notes for editors

#### Survey

440 surveys were completed between October and December 2009 with pay for nurses ranging from £8.67 to £35.80 per hour. The average pay in the survey was £15.52 up 2.6% from 2008. A pay estimator is provided on [www.practicenursing.co.uk/salary/reviewinfo.aspx](http://www.practicenursing.co.uk/salary/reviewinfo.aspx) 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 11000 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 a document/link depository.

[www.practicenursing.co.uk](http://www.practicenursing.co.uk) is part of a family of medical collaboration and e-learning websites including [www.gppracticemanager.co.uk](http://www.gppracticemanager.co.uk), [www.nurseprescriberforum.co.uk](http://www.nurseprescriberforum.co.uk), [www.nursingforum.co.uk](http://www.nursingforum.co.uk) [www.meetandlearn.co.uk](http://www.meetandlearn.co.uk)

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