

Part of Agenda for Change was the introduction of preceptorship to support newly qualified graduates. Linda Pennell SoR Regional Officer has drawn up a list of helpful pointers for managers.

AFC – Payment of preceptorship increment or ‘Are you getting enough?’

Advice for managers

1. Agenda for Change provides for a payment of a first increment after 6 months to staff joining NHS as new entrants on Band 5, with the second increment after 12 months.
2. Details of this provision is to be found in Paragraph 1.8 of the Terms and Conditions Handbook.
3. The Handbook says that this accelerated progression WILL be paid, provided that ‘those responsible for the relevant standards in the organisation are satisfied with their progress’.
4. It has become apparent that some members have not received these increments. It should be noted that this provision forms part of the contract of employment and is not optional. In common with other elements of AFC, it is payable from October 2004.
5. On investigation it appears that, in some Trusts where this has not been paid, it has been because of an oversight or because there has not been clear enough advice centrally to departmental managers, rather than because of a deliberate intention not to make the payments. Managers are therefore advised to seek advice as to local arrangements for ensuring that these payments are made.
6. There are a number of examples of good practice of a methodology for supporting new entrants which incorporate elements such as mentoring; these can provide a confirmation of eligibility for payment.
7. For staff who have been in post since October 2004 and who have not received the increments, SOR advice is that these should be paid as soon as possible, together with any back pay. Staff should be regarded as eligible, unless any unsatisfactory performance has been recorded.
8. Further advice and support will be available from the SOR’s regional officers.