

The Scottish Government

Health Workforce, Leadership and Service Transformation Directorate
NHS Pay and Conditions



Dear Colleague

**PAY AND CONDITIONS FOR NHS STAFF COVERED
BY THE AGENDA FOR CHANGE AGREEMENT**

Summary

1. NHS Circular PCS(AFC)2018/1 put in place a "payment on account" for Agenda for Change staff in NHS Scotland.
2. Following agreement of a three year pay deal at the Scottish Terms and Conditions Committee meeting on 17 August, this circular sets out the first year of that deal.
3. For most staff, the final settlement represents no change from the payment on account already implemented. However, for a smaller number of staff, the deal will involve further adjustments. These are set out below.

No-detriment

4. In order to fulfill the commitment that no Scottish Agenda for Change staff member will be paid less than their English equivalent, a number of points at the bottom of pay bands have been adjusted. The specific points which this affects are set out in Annex A. For ease of reference, Annex B shows the agreed 1 April 2018 pay rates in full.
5. In addition to the adjustment of rates highlighted above, application of the full pay deal will require a small number of further adjustments.

Band 2

6. From 1 April 2018, the bottom point of Band 2 will be deleted and the new bottom pay point will be set at £17,460, shortening this Band from 6 to 5 points.
26 September 2018

Addressees

For action

Chief Executives,
Directors of Finance,
Directors of Human Resources:
NHS Boards and Special Health
Boards, NHS National Services
Scotland (Common Services
Agency) and Healthcare
Improvement Scotland

For information

Members, Scottish Partnership
Forum
Members, Scottish Terms and
Conditions Committee
Members, Scottish Workforce and
Governance Committee

Enquiries to:

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Promotion

7. Because we are moving away from the previous pay structure, the rules around temporary movement to a higher pay band and promotion set out at paragraphs 6.32 to 6.35 of the Agenda for Change handbook are being amended in certain circumstances from 1 April 2018 to 31 March 2019.

8. Agenda for Change provisions dictate that staff on temporary or substantive promotion should go on to the lowest available pay point on their promoted scale which produces a pay uplift. Although the bottom pay point on a number of scales has been set at a specific "no-detriment" rate, staff should continue to be promoted on to the equivalent pay point on their promoted pay scale as they would have been under the old structure. So, for example, someone on the sixth point of Band 5 (the old point 21) earning £26,830 in 2017 and £27,635 from 1 April 2018, will go on to the second point of Band 6 (£28,748) on temporary or substantive promotion, rather than the new bottom point of the Band (£28,050). Annex C provides a list of these instances, for reference.

Pay Protection

9. Staff on organisational change protection will have their target earnings increased in line with the adjusted rates, if applicable.

10. The following uplifts to the On-Call Availability Allowance and Recruitment and Retention Premia already announced in PCS(AFC)2018/1 are included here for the avoidance of doubt and to provide one point of reference for the 2018-19 pay settlement.

On-Call Availability Allowance

11. In line with paragraph 7.2 of PCS(AFC)2015/3, the On-Call Availability Allowance is increased by 3% in 2018-19 to £19.10, per session.

Recruitment and Retention Premia (RRP)

12. Any RRP's which increase in line with pay uplifts should be increased by 3% in 2018-19.

Cabinet Secretary Approval

13. The provisions of this circular have been approved by Scottish Ministers under Regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 (SI 1991 No 537). A copy of the formal approval is attached.

Action

14. NHS Boards and Special Health Boards should ensure that the new rates are paid from 1 April 2018.

15. Employers should notify Scottish Public Pensions Agency of any increase in pensionable remuneration and contributions arising from the payment of arrears to former employees.

Enquiries

16. Employees should direct their personal enquiries to their employing NHS Board or Special Health Board.

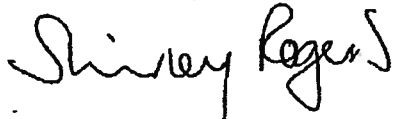
17. Employers should make their own arrangements for obtaining additional copies of this circular, which can be viewed at:

www.sehd.scot.nhs.uk

18. The changes contained in this circular will be reflected in the updated Agenda for Change Terms and Conditions Handbook which can be viewed at:

www.msg.scot.nhs.uk

Yours sincerely



SHIRLEY ROGERS
Director, Health Workforce, Leadership and
Service Transformation Directorate

The Scottish Government

Health Workforce, Leadership and Service Transformation Directorate
Pay and Terms and Conditions of Service



**NATIONAL HEALTH SERVICE
APPROVAL OF REMUNERATION AND CONDITIONS OF SERVICE**

In accordance with regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 (S.I. 1991/537) the remuneration and conditions of service set out in the attached Scottish Government Health Workforce Directorate circular of 26 September 2018 – PCS(AFC)2018/2 – in respect of salary for NHSScotland staff covered by the Agenda for Change agreement are hereby approved for the purposes of the said Regulations.

The approval has effect from 1 April 2018.

SHIRLEY ROGERS

Director

Health Workforce, Leadership and Service

Transformation Directorate

Scottish Government

St Andrew's House

EDINBURGH

EH1 3DG

26 September 2018

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Points on the scale where the revised promotion rules will apply

Band 5, point 6 (former spine point 21) should move to Band 6 point 2 on promotion (former spine point 22).

Band 6, point 6 (former spine point 26) should move to Band 7 point 2 on promotion (former spine point 27).

Band 7, point 8 (former spine point 33) should move to Band 8 point 2 on promotion (former spine point 34).

Band 8A, point 5 (former spine point 37) should move to Band 8B point 2 on promotion (former spine point 38).

Band 8B, point 5 (former spine point 41) should move to Band 8C point 2 on promotion (former spine point 42).

Band 8D, point 5 (former spine point 49) should move to Band 9 point 2 on promotion (former spine point 50).

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| Band | Point | Payment on Account Rate | Three Year Pay Deal Rate |
|------|--------|-------------------------|--------------------------|
| 1 | 1 | £17,110 | £17,460 |
| 2 | 2 / 1* | £17,437 | £17,460 |
| 6 | 1 | £27,635 | £28,050 |
| 7 | 1 | £32,974 | £33,222 |
| 8A | 1 | £42,058 | £42,414 |
| 8B | 1 | £48,989 | £49,242 |
| 8C | 1 | £58,948 | £59,090 |
| 9 | 1 | £82,611 | £84,507 |

* As per para 6 of this circular, the bottom point of Band 2 is being deleted, meaning the previous point 2 becomes point 1.

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| Band | Point | Payment on Account Rate | Three Year Pay Deal Rate |
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| 2 | 2 / 1* | £17,437 | £17,460 |
| 6 | 1 | £27,635 | £28,050 |
| 7 | 1 | £32,974 | £33,222 |
| 8A | 1 | £42,058 | £42,414 |
| 8B | 1 | £48,989 | £49,242 |
| 8C | 1 | £58,948 | £59,090 |
| 9 | 1 | £82,611 | £84,507 |

* As per para 6 of this circular, the bottom point of Band 2 is being deleted, meaning the previous point 2 becomes point 1.

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Pay Bands and Pay Points on Second Pay Spine from 1 April 2018

| Band 1 | Point on Band | Pay |
|--------|---------------|-----|
| | | 1 |

| Band 2 | Point on Band | Pay | Point on Band | Adjusted Pay |
|--------|---------------|---------|---------------|--------------|
| | 1 | £17,110 | 1* | £17,460* |
| | 2 | £17,437 | 1* | £17,460* |
| | 3 | £17,865 | 2 | £17,865 |
| | 4 | £18,292 | 3 | £18,292 |
| | 5 | £18,843 | 4 | £18,843 |
| | 6 | £19,470 | 5 | £19,470 |

* As per para 6 of this circular, the bottom point of Band 2 is being deleted, meaning the previous point 2 becomes point 1.

| Band 3 | Point on Band | Pay |
|--------|---------------|---------|
| | 1 <i>5p 7</i> | £18,292 |
| | 2 <i>8</i> | £18,843 |
| | 3 <i>9</i> | £19,470 |
| | 4 <i>10</i> | £19,846 |
| | 5 <i>11</i> | £20,347 |
| | 6 <i>12</i> | £20,911 |
| | 7 <i>13</i> | £21,349 |

| Band 4 | Point on Band | Pay |
|--------|---------------|---------|
| | 1 <i>14</i> | £20,911 |
| | 2 <i>15</i> | £21,349 |
| | 3 <i>16</i> | £22,042 |
| | 4 <i>17</i> | £22,746 |
| | 5 <i>18</i> | £22,982 |
| | 6 <i>19</i> | £23,113 |
| | 7 <i>20</i> | £23,597 |

| Band 5 | Point on Band | Pay |
|--------|---------------|---------|
| | 1 <i>21</i> | £23,113 |
| | 2 <i>22</i> | £23,597 |
| | 3 <i>23</i> | £24,547 |
| | 4 <i>24</i> | £25,536 |
| | 5 <i>25</i> | £26,580 |
| | 6 <i>26</i> | £27,635 |
| | 7 <i>27</i> | £28,748 |
| | 8 <i>28</i> | £29,905 |

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| Band 6 | Point on Band | Pay |
|--------|---------------|---------|
| | 1 29 | £28,050 |
| | 2 30 | £28,748 |
| | 3 31 | £29,905 |
| | 4 32 | £30,820 |
| | 5 33 | £31,896 |
| | 6 34 | £32,974 |
| | 7 35 | £34,050 |
| | 8 36 | £35,261 |
| | 9 37 | £37,010 |

| Band 7 | Point on Band | Pay |
|--------|---------------|---------|
| | 1 38 | £33,222 |
| | 2 39 | £34,050 |
| | 3 40 | £35,261 |
| | 4 41 | £37,010 |
| | 5 42 | £38,088 |
| | 6 43 | £39,299 |
| | 7 44 | £40,644 |
| | 8 45 | £42,058 |
| | 9 46 | £43,471 |

| Band 8A | Point on Band | Pay |
|---------|---------------|---------|
| | 1 47 | £42,414 |
| | 2 48 | £43,471 |
| | 3 49 | £45,220 |
| | 4 50 | £46,970 |
| | 5 51 | £48,989 |
| | 6 52 | £50,470 |

| Band 8B | Point on Band | Pay |
|---------|---------------|---------|
| | 1 53 | £49,242 |
| | 2 54 | £50,470 |
| | 3 55 | £53,026 |
| | 4 56 | £55,987 |
| | 5 57 | £58,948 |
| | 6 58 | £60,563 |

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| Band 8C | Point on Band | Pay |
|---------|---------------|---------|
| | 1 59 | £59,090 |
| | 2 60 | £60,563 |
| | 3 61 | £63,254 |
| | 4 62 | £66,216 |
| | 5 63 | £70,657 |
| | 6 64 | £72,675 |

| Band 8D | Point on Band | Pay |
|---------|---------------|---------|
| | 1 65 | £70,657 |
| | 2 66 | £72,675 |
| | 3 67 | £75,704 |
| | 4 68 | £79,405 |
| | 5 69 | £82,611 |
| | 6 70 | £86,532 |

| Band 9 | Point on Band | Pay |
|--------|---------------|----------|
| | 1 71 | £84,507 |
| | 2 72 | £86,532 |
| | 3 73 | £90,608 |
| | 4 74 | £94,880 |
| | 5 75 | £99,358 |
| | 6 76 | £104,050 |

Pay Bands and Pay Points on Second Pay Spine from 1 April 2018

| Band 1 | Point on Band | Pay |
|--------|---------------|---------|
| | 1 | £17,460 |

| Band 2 | Point on Band | Pay | Point on Band | Adjusted Pay |
|--------|---------------|---------|---------------|--------------|
| | 1 | £17,110 | 1* | £17,460* |
| | 2 | £17,437 | 1* | £17,460* |
| | 3 | £17,865 | 2 | £17,865 |
| | 4 | £18,292 | 3 | £18,292 |
| | 5 | £18,843 | 4 | £18,843 |
| | 6 | £19,470 | 5 | £19,470 |

* As per para 6 of this circular, the bottom point of Band 2 is being deleted, meaning the previous point 2 becomes point 1.

| Band 3 | Point on Band | Pay |
|--------|---------------|---------|
| | 1 | £18,292 |
| | 2 | £18,843 |
| | 3 | £19,470 |
| | 4 | £19,846 |
| | 5 | £20,347 |
| | 6 | £20,911 |
| | 7 | £21,349 |

| Band 4 | Point on Band | Pay |
|--------|---------------|---------|
| | 1 | £20,911 |
| | 2 | £21,349 |
| | 3 | £22,042 |
| | 4 | £22,746 |
| | 5 | £22,982 |
| | 6 | £23,113 |
| | 7 | £23,597 |

| Band 5 | Point on Band | Pay |
|--------|---------------|---------|
| | 1 | £23,113 |
| | 2 | £23,597 |
| | 3 | £24,547 |
| | 4 | £25,536 |
| | 5 | £26,580 |
| | 6 | £27,635 |
| | 7 | £28,748 |
| | 8 | £29,905 |

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| Band 6 | Point on Band | Pay |
|--------|---------------|---------|
| | 1 | £28,050 |
| | 2 | £28,748 |
| | 3 | £29,905 |
| | 4 | £30,820 |
| | 5 | £31,896 |
| | 6 | £32,974 |
| | 7 | £34,050 |
| | 8 | £35,261 |
| | 9 | £37,010 |

| Band 7 | Point on Band | Pay |
|--------|---------------|---------|
| | 1 | £33,222 |
| | 2 | £34,050 |
| | 3 | £35,261 |
| | 4 | £37,010 |
| | 5 | £38,088 |
| | 6 | £39,299 |
| | 7 | £40,644 |
| | 8 | £42,058 |
| | 9 | £43,471 |

| Band 8A | Point on Band | Pay |
|---------|---------------|---------|
| | 1 | £42,414 |
| | 2 | £43,471 |
| | 3 | £45,220 |
| | 4 | £46,970 |
| | 5 | £48,989 |
| | 6 | £50,470 |

| Band 8B | Point on Band | Pay |
|---------|---------------|---------|
| | 1 | £49,242 |
| | 2 | £50,470 |
| | 3 | £53,026 |
| | 4 | £55,987 |
| | 5 | £58,948 |
| | 6 | £60,563 |

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| Band 8C | Point on Band | Pay |
|---------|---------------|---------|
| | 1 | £59,090 |
| | 2 | £60,563 |
| | 3 | £63,254 |
| | 4 | £66,216 |
| | 5 | £70,657 |
| | 6 | £72,675 |

| Band 8D | Point on Band | Pay |
|---------|---------------|---------|
| | 1 | £70,657 |
| | 2 | £72,675 |
| | 3 | £75,704 |
| | 4 | £79,405 |
| | 5 | £82,611 |
| | 6 | £86,532 |

| Band 9 | Point on Band | Pay |
|--------|---------------|----------|
| | 1 | £84,507 |
| | 2 | £86,532 |
| | 3 | £90,608 |
| | 4 | £94,880 |
| | 5 | £99,358 |
| | 6 | £104,050 |

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