

The Scottish Government
Directorate of Health Workforce
Workforce Rewards



Dear Colleague

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

Summary

1. This circular informs NHSScotland employers of changes in the pay and terms and conditions for staff covered by the Agenda for Change agreement. The pay bands which will apply from 1 April 2011 are set out in the Annex to this circular.

Changes from 1 April 2011

2. Pay points under £21,000 (i.e. pay points 1-15) will receive a flat rate increase of £250 (WTE).
3. As part of the multi-year deal agreed in 2008, the value of point 23 (the top of band 5) has been increased by 0.33% and certain pay points in band 5 and the first 3 points of band 6 have been re-spread as a consequence.

Scottish Living Wage

4. Employers should note in particular that, as per the provisions of PCS(AFC)2011/4 – Scottish Living Wage, pay point 1 on the Annex to this circular must not be used in Scotland from 1 April 2011.

24 March 2011

Addresses

For action

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

For information

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

Enquiries to:

Colin Cowie
Scottish Government Health Directorates
Health Workforce
Ground Floor Rear
St Andrew's House
EDINBURGH EH1 3DG

Tel: 0131-244 3778
Fax: 0131-244 2837

E-mail:
Colin.cowie@scotland.gsi.gov.uk

Trainees

5. Trainees currently receiving a fixed percentage of the top point of a specific salary band under the terms of Annex U of the Agenda for Change Handbook should receive:

- (a) Bands 1 – 3 should have their salary increased to ensure that they receive the full £250 uplift (for example - Band 3 on 70% of max £18,827 = £13,178.90 + £75 uplift).
- (b) Bands 4 and above should receive an additional £250 uplift where their salary is less than £21,000.

Cabinet Secretary Approval

6. The provisions of this circular have been approved by Scottish Ministers under Regulation 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

7. NHS Boards and Special Health Boards should ensure that the new rates are paid from 1 April 2011.

Enquiries

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

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

www.sehd.scot.nhs.uk

10. 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

JOHN COWIE
Deputy Director
Directorate of Health Workforce

**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 24 March 2011 – PCS(AFC)2011/5 – 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 2011.

JOHN NICHOLLS
Deputy Director
Health Workforce Directorate
Scottish Government
St Andrew's House
EDINBURGH
EH1 3DG
24 March 2011

Pay Bands and Pay Points on Second Pay Spine from 1 April 2011

Point	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8				Band 9
								Range A	Range B	Range C	Range D	
1	13,903 [^]	13,903 [^]										
2	14,258	14,258										
3	14,614	14,614										
4		15,029										
5		15,444										
6		15,860	15,860									
7		16,395	16,395									
8		17,003	17,003									
9			17,368									
10			17,854									
11			18,402	18,402								
12			18,827	18,827								
13				19,500								
14				20,183								
15				20,804								
16				21,176	21,176							
17				21,798	21,798							
18					22,676*							
19					23,589*							
20					24,554							
21					25,528*	25,528*						
22					26,556*	26,556*						
23					27,625*	27,625*						
24						28,470						
25						29,464						
26						30,460	30,460					
27						31,454	31,454					
28						32,573	32,573					
29						34,189	34,189					
30							35,184					
31							36,303					
32							37,545					
33								38,851				
34								40,157				
35								41,772				
36								43,388				
37								45,254	45,254			
38								46,621	46,621			
39									48,983			
40									51,718			
41									54,454	54,454		
42									55,945	55,945		
43										58,431		
44										61,167		
45										65,270	65,270	
46										67,134	67,134	
47											69,932	
48											73,351	
49											77,079	77,079
50											80,810	80,810
51												84,688
52												88,753
53												93,014
54												97,478

[^] As per NHS Circular PCS(AFC)2011/4 – Scottish Living Wage – this pay point must not be used in Scotland from 1 April 2011.

* As part of the 2008-2011 negotiated multi-year pay agreement, the top point of Band 5 (spine point 23) will increase by 0.33% from 1 April 2011, with consequential adjustments to spine points 18, 19, 21, and 22.