

The Scottish Government
Health Workforce Directorate
Employment and Retention Division



Dear Colleague

Summary

1. Under the terms of [NHS Circular PCS\(AFC\)2007/5](#), issued on 29 June 2007, the Agenda for Change pay rates were increased by 2.5% with effect from 1 April 2007, in line with the recommendation of the independent pay review body.
2. In my letter of 8 August 2007, I advised you that a proposal had been put to the health trades unions on the UK NHS Staff Council, which would see a further increase from 1 November 2007 for lower paid workers across NHSScotland.
3. This proposal has now been formally accepted by the health trades unions, and this circular advises of new Agenda for Change pay rates which are effective from 1 November 2007.

New pay rates

4. This circular implements new Agenda for Change pay rates from 1 November 2007, and reflect the agreement that-
 - Pay points 1-7 increase by £400, with 2.5% from 1 April 2007 and the balance from 1 November 2007.
 - Pay points 8 – 18 increase by 2.5% plus £38, with 2.5% paid from 1 April 2007 and the balance from 1 November 2007.
 - All other pay points increase by 2.5% from 1 April 2007, with no further increase from 1 November 2007.
5. The new rates of pay are set out in the appendix to this circular.

Unsocial hours payments

6. Where flat rate “unsocial hours payments” and “on-call allowances” continue to be paid under the terms of section two of the terms and conditions handbook, these should be increased accordingly.

23 October 2007

Addresses

For action

Chairs, NHS Boards and Special Health Boards and NHS National Services Scotland (Common Services Agency)
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 Staff Governance Group

Enquiries to:

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Health Directorates
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Cabinet Secretary approval

7. Employers should implement this circular, which has been approved by the Cabinet Secretary for Health and Wellbeing 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

8. NHS Boards, Special Health Boards and the NHS National Services Scotland (Common Services Agency) should;
- i implement the new rates as soon as possible; and
 - ii notify the Scottish Public Pensions Agency of any increase in pensionable remuneration and contributions arising from the payment of arrears to former employees.

Enquiries

9. Employees should direct any personal enquiries to their NHS employer.

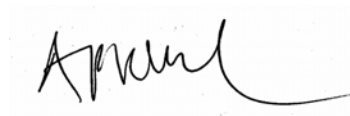
10. Employers are asked to make their own arrangements for obtaining additional copies of this circular, which can be viewed at:

www.show.scot.nhs.uk/sehd/pcs.asp.

Destruction date

11. This circular need not be retained more than 4 years after issue.

Yours sincerely



Alex Killick

Deputy Director for Health Workforce
Employment and Retention

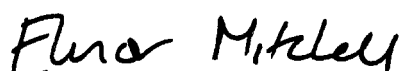
The Scottish Government
Health Workforce Directorate
Workforce Employment and Retention Division



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

In accordance with Regulation 2 and Regulation 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 (SI 1991 No. 537) the Remuneration and Conditions of Service set out in the attached Scottish Government circular of 23 October 2007 - NHS Circular: PCS(AFC)2007/9 - in respect of salary scales for NHSScotland staff covered by the Agenda for Change agreement and terms and conditions handbook, are hereby approved for the purpose of said Regulations.

The approval has effect from 1 November 2007.



Elinor Mitchell
Deputy Director for Health Workforce
Planning and Development

Scottish Government
Health Directorates
St Andrew's House
EDINBURGH
EH1 3DG
23 October 2007

APPENDIX - Pay Bands and Pay Points on Second and Third Pay Spines from 1 November 2007

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	12,182											
2	12,577	12,577										
3	12,914	12,914										
4	13,253	13,253										
5		13,647										
6		14,042										
7		14,437	14,437									
8		14,945	14,945									
9		15,523	15,523									
10			15,870									
11			16,332									
12			16,853	16,853								
13			17,257	17,257								
14				17,893								
15				18,528								
16				19,105								
17				19,683	19,683							
18				20,261	20,261							
19					20,801							
20					21,494							
21					22,187							
22					22,823							
23					23,458	23,458						
24					24,383	24,383						
25					25,424	25,424						
26						26,464						
27						27,388						
28						28,313	28,313					
29						29,237	29,237					
30						30,277	30,277					
31						31,779	31,779					
32							32,704					
33							33,744					
34							34,899					
35							36,112	36,112				
36							37,326	37,326				
37								38,828				
38								40,330				
39								42,064	42,064			
40								43,335	43,335			
41									45,530			
42									48,072			
43									50,616	50,616		
44									52,002	52,002		
45										54,313		
46										56,856		
47										60,669	60,669	
48										62,402	62,402	
49											65,003	
50											68,180	
51											71,646	71,646
52											75,114	75,114
53												78,718
54												82,497
55												86,457
56												90,607