



## SCOTTISH EXECUTIVE

Workforce Directorate (HD)  
Workforce Employment and Retention Division

Dear Colleague

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

#### **Summary**

1. This pay circular informs NHSScotland employers of changes in pay for all staff who are covered by the Agenda for Change agreement and terms and conditions handbook.
2. ***Please note that these changes apply to NHSScotland staff only, and take effect from 1 April 2007.*** The changes are as follows:

#### **Rates of pay for 2007/08**

3. National rates of pay will be uplifted by **2.5%** with effect from 1 April 2007. The new rates are set out in Annex A of this circular. The new rates have been calculated on the basis of a cumulative uplift using Agenda for Change pay rates applicable on 1 October 2004 as the baseline figures to maintain relativity, and may therefore differ slightly from figures calculated by applying the uplift to 2006/2007 figures.

#### **Alternating/rotary shift allowances**

4. The two alternating/rotary shift allowances provided for under Section 2, paragraph 2.6 of the terms and conditions handbook, currently £567 and £969 respectively, shall increase to **£581** and **£993** respectively.

#### **National recruitment and retention premia**

5. The national recruitment and retention premium payable to qualified maintenance craftsmen and technicians under the terms of Annex R, paragraph 13 of the terms and condition handbook shall increase to **£3046**.
6. The recruitment and retention premium payable to healthcare Chaplains under the terms of Annex R, paragraph 15 shall increase by **2.5%**.

29 June 2007

#### **Addresses**

##### For action

Chairs, NHS Boards and Special Health Boards and NHS National Services Scotland  
Chief Executives, NHS Boards and Special Health Boards and NHS National Services Scotland  
Directors of Finance, NHS Boards and Special Health Boards and Special Health Boards and NHS National Services Scotland  
Directors of Human Resources, NHS Boards and Special Health Boards and Special Health Boards and NHS National Services Scotland.

##### For information

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

#### **Enquiries to:**

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7. The NHS Staff Council Executive is reviewing the justification for the national recruitment and retention premia for qualified maintenance staff. The uplift applied to the premia by virtue of this circular is without prejudice to the outcome of the review.

#### **Unsocial hours payments and on call allowances**

8. Where unsocial hours payments and on call allowances continue to be paid in accordance with Section 2 of the terms and conditions handbook, these should be increased by 2.5%.

#### **Staff not yet assimilated to Agenda for Change pay bands**

9. Those staff who have not yet moved to the new Agenda for Change pay bands will receive the new pay rates when they assimilate, backdated to 1 April 2007.

#### **Cabinet Secretary Approval**

10. Employers should implement this agreement, 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**

11. NHS Boards and Special Health Boards should:

- i. implement the new rates as soon as possible; and
- ii. notify Scottish Public Pensions Agency of any increase in pensionable remuneration and contributions arising from the payment of arrears to former employees.

#### **Enquiries**

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

13. Employers are asked to make their own arrangements for obtaining any additional copies of this Circular. This Circular can also be viewed on <http://www.show.scot.nhs.uk/sehd/pes.asp>

#### **Destruction Date**

14. This Circular need not be retained more than 4 years after issue.

Yours sincerely



**ALEX KILLICK**

*Deputy Director Health Workforce / Employment and Retention*



**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 Executive Circular of 29 June 2007 - NHS Circular: PCS(AFC)2007/5 - in respect of salary scales and allowances 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 April 2007.

*Elinor Mitchell*

**ELINOR MITCHELL**  
Deputy Director for Workforce  
Planning and Development

Scottish Executive  
Health Directorates  
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29 June 2007

# ANNEX A

## Pay Bands and Pay Points on Second and Third Pay Spines From 1 April 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	12,076											
2	12,481	12,481										
3	12,827	12,827										
4	13,174	13,174										
5		13,579										
6		13,983	<i>13,810*</i>									
7		14,388	14,388									
8		14,907	14,907									
9		15,485	15,485									
10			15,832									
11			16,294	<i>16,063*</i>								
12			16,815	16,815								
13			17,219	17,219								
14				17,855								
15				18,490	<i>18,490*</i>							
16				19,067								
17				19,645	19,645							
18				20,223	20,223							
19					20,801							
20					21,494							
21					22,187							
22					22,823	<i>22,534*</i>						
23					23,458	23,458						
24					24,383	24,383						
25					25,424	25,424						
26						26,464						
27						27,388	<i>26,926*</i>					
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	<i>34,899*</i>				
35							36,112	36,112				
36							37,326	37,326				
37								38,828				
38								40,330	<i>40,330*</i>			
39								42,064	42,064			
40								43,335	43,335			
41									45,530			
42									48,072	<i>48,072*</i>		
43									50,616	50,616		
44									52,002	52,002		
45										54,313		
46										56,856	<i>56,856*</i>	
47										60,669	60,669	
48										62,402	62,402	
49											65,003	
50											68,180	<i>68,180*</i>
51											71,646	71,646
52											75,114	75,114
53											78,718	
54											82,497	
55											86,457	
56											90,607	

Pay rates in italics are special transitional points which apply only during assimilation to the new system, which will end on 1<sup>st</sup> October 2007.