



SCOTTISH EXECUTIVE

Health Workforce Directorate
Workforce Employment and Retention Division

Dear Colleague

PAY AWARD 2007/2008 – PAYMENT ON ACCOUNT TO STAFF NOT ASSIMILATED TO AGENDA FOR CHANGE

Summary

1. [NHS Circular PCS\(AFC\)2007/5](#), issued on 29 June 2007, informed you that the national Agenda for Change pay bands are to be increased with effect from 1st April 2007.
2. For the 2006/2007 pay round, it was agreed that a payment on account arrangement would be put in place for those staff due to move to the Agenda for Change pay bands, but who remained on Whitley payscales while they awaited the completion of the assimilation process. This circular confirms that this arrangement should continue, and that the level of payment should increase by 2.5% with effect from 1 April 2007. The new payment should be calculated on the basis of a cumulative uplift.
3. Payment on account means a weekly or monthly supplementary payment based on the the employee's current basic pay/basic hours, which will not be enhanced for the purposes of overtime or unsocial hours payments or any other cash based allowances related to pay.
4. The payment on account will cease at the point of assimilation. It will be non-superannuable, and will be paid by means of a separate allowance code i.e. a separate entry on the staff pay slip.
5. There will be no recovery of any payment on account for those who on assimilation would still be on a protected salary in 2006/2007 or 2007/2008. However, the payment on account will cease on assimilation and the protected salary under Agenda for Change will be set by reference to the rates in force on 31 March 2006.

06 July 2007

Addresses

For action

Chairs, NHS Boards, Special Health Boards and NHS National Services Scotland.
Chief Executives, NHS Boards, Special Health Boards and NHS National Services Scotland.
Directors of Finance, NHS Boards, Special Health Boards and NHS National Services Scotland.
Directors of Human Resources, NHS Boards, 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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6. If an individual is not at the maximum of their Whitley scale and increments are due at a date between 1 April 2006 and the date of assimilation, the protected salary will include that increment.

Cabinet Secretary approval

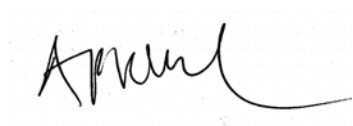
7. Employers should implement this agreement, which has been approved by the Scottish Ministers under Regulation 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 (S.I. 1991 No.537). A copy of the formal approval is attached.

Action

8. NHS Boards, Special Health Boards and NHS National Services Scotland should ensure that this circular is implemented as soon as possible.

9. Employers are asked to make their own arrangements for additional copies of this letter which can be viewed at www.show.scot.nhs.uk/sehd/publications.asp.

Yours sincerely



ALEX KILLICK

Deputy Director for 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 (S.I. 1991/537) the remuneration and conditions of service set out in the attached Scottish Executive (HD) letter of 06 July 2007 - NHS Circular PCS(AFC)2007/6 - in respect of payment on account arrangements are hereby approved for the purposes of the said Regulations.

This circular has effect from 1 April 2007.

A handwritten signature in black ink that reads "Elinor Mitchell".

ELINOR MITCHELL

Deputy Director for Health Workforce / Planning and Development

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06 July 2007