

The Scottish Government
Health Workforce Directorate
Employment and Retention Division



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 all staff covered by the Agenda for Change agreement. A multi-year pay settlement is in place covering 2008/09, 2009/10 and 2010/11, respectively. The uprated pay bands which will apply from 1 April 2009 are set out at **Annex A**.

2. The NHS Pay Review Body will continue to gather evidence throughout 2009/10. In the event that the NHS Pay Review Body receives and identifies new evidence of a significant and material change in recruitment and retention and wider economic and labour market conditions, it may request a remit from the Secretary of State for Health in England and Ministers for Health in UK Devolved Administrations to review the increases set out in the multi-year agreement for 2010/11.

Rates of Pay for 2009/10

3. National rates of pay will be uplifted by 2.4% with effect from 1 April 2009. 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 an uplift to 2008/09 figures.

16 February 2009

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 Governance Committee

Enquiries to:

Mr 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

Deletion of the Lowest Point on Band 1

4. The lowest point on Band 1 disappears from 1 April 2009. Band 1 is now therefore only three points long. Employees who are on the minimum of Band 1 as at 31 March 2009 will transfer to the new minimum point with effect from 1 April 2009. The incremental date of all those staff on the previous bottom point will be reset to 1 April 2010. It should be noted that this reduces the length of the entire Agenda for Change pay scale from 56 to 55 points and that all points have therefore been renumbered.

Increase to the Value of Top Point of Band 5

5. The value of the top point on Band 5 has been increased in value by an additional 0.33%. This has also involved some consequential re-spreading of certain pay points in Band 5 and the first 3 points in Band 6 as set out in Annex A.

National Recruitment and Retention Premia

6. 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 conditions handbook shall increase to £3,205 from 1 April, 2009.

7. The recruitment and retention premium payable to Healthcare Chaplains under the terms of Annex R, paragraph 15 shall increase by 2.4% from 1 April 2009.

On-Call Allowances

8. Where on-call allowances continue to be paid in accordance with Section 2 of the terms and conditions handbook, these should be increased by 2.4% from 1 April 2009.

Uplifts to national pay bands from 1 April 2010

9. The Scottish Government will publish a further circular at the appropriate time to confirm the published pay bands, in time to allow payment from 1 April 2010.

Cabinet Secretary Approval

10. 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

11. NHS Boards and Special Health Boards should ensure that the new rates are paid from 1 April 2009.

Enquiries

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

13. Employers should make their own arrangements for obtaining additional copies of this circular, which can be viewed at: www.sehd.scot.nhs.uk.

Yours sincerely

JACQUI JONES

Acting Deputy Director for Health Workforce
Employment and Retention

**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 16 February 2009 – PCS(AFC)2009/2 – in respect of salary scales and allowances 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 1st April 2009.

JACQUI JONES

Acting Deputy Director for Health Workforce
Employment and Retention
Scottish Government
Health Directorates
St Andrew's House
EDINBURGH
EH1 3DG
16 February 2009

Pay Bands and Pay Points on Second and Third Pay Spines from 1 April 2009

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	13,233	13,233										
2	13,588	13,588										
3	13,944	13,944										
4		14,359										
5		14,774										
6		15,190	15,190									
7		15,725	15,725									
8		16,333	16,333									
9			16,698									
10			17,184									
11			17,732	17,732								
12			18,157	18,157								
13				18,826								
14				19,495								
15				20,102								
16				20,710	20,710							
17				21,318	21,318							
18					22,152							
19					23,019							
20					23,345							
21					24,013							
22					24,831	24,831						
23					25,829	25,829						
24					26,839	26,839						
25						27,844						
26						28,816						
27						29,789	29,789					
28						30,762	30,762					
29						31,856	31,856					
30						33,436	33,436					
31							34,410					
32							35,504					
33							36,719					
34							37,996	37,996				
35							39,273	39,273				
36								40,853				
37								42,434				
38								44,258	44,258			
39								45,596	45,596			
40									47,905			
41									50,580			
42									53,256	53,256		
43									54,714	54,714		
44										57,146		
45										59,821		
46										63,833	63,833	
47										65,657	65,657	
48											68,393	
49											71,736	
50											75,383	75,383
51											79,031	79,031
52												82,824
53												86,800
54												90,967
55												95,333
56												

