

The Scottish Government

Directorate for Health Workforce and Performance
Pay and Terms and Conditions of Service 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 staff covered by the Agenda for Change agreement. The pay arrangements which will apply from 1 April 2013 are set out in Annex A and B of this circular.

Changes from 1 April 2013

2. National salary scales will increase by 1% from 1 April 2013. The new pay rates are set out in Annex A, and these should be used for the calculation of hourly rates.

3. The specified rates from 1 April 2013 have been calculated on the basis of a cumulative uplift. The Agenda for Change pay rates applicable on 1 October 2004 have been used as the baseline figures to maintain relativity and therefore the published figures may differ slightly from figures calculated by applying the 1% uplift to the published 1 April 2012 rates.

4. In Scotland, Pay points under £21,000 (i.e. pay points 1-14) will receive an additional non-consolidated non-pensionable sum to raise basic pay over 2013-14 by a total of £250 (Annex B sets out the values on a whole time equivalent basis). The addition will be pro-rata for part time staff and allocated on the basis of staff's contracted hours.

5. The addition will be divided into 12 equal monthly payments for monthly paid staff and the appropriate weekly proportion for weekly paid staff, and will cease on 31 March 2014. The addition will be noted separately on payslips.

10 May 2013

Addressees

For action

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

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

Bank Workers

6. Bank workers should be paid using the rates at Annex A.

Scottish Living Wage

7. The Scottish Living Wage will be £7.45 from 1 April 2013. As in previous years, this policy will be implemented in NHSScotland by making spine point 1 on the Agenda for Change pay matrix unavailable for use.

Recruitment and Retention Premia: Transitional Protection Arrangements

8. Employers are reminded that, as per [PCS\(AFC\)2011/6](#) and [PCS\(AFC\)2011/7](#), the transitional protection arrangements following the removal of National Recruitment and Retention Premia ceased on 31 March 2013.

Pay Protection

9. Staff on organisational change pay protection should have their protected earnings increased by 1%. For staff whose whole time equivalent basic pay element of protected earnings is less than £21,000, a non-consolidated, non-pensionable top up should be applied to increase the whole time equivalent basic pay element of protected earnings by a total of £250. This top up will cease on 31 March 2014.

Trainees

10. Trainees earning under £21,000 and being paid in line with paragraph 2(iii) of Annex U of the Agenda for Change agreement (which specifies the payment of percentage of the top point of a given pay band) have had additional sums added to their salaries in Scotland in the last two years to ensure they receive a £250 uplift. However, it is recognised that this has moved the pay for this group of staff away from the provisions specified in Annex U, and that this approach is unsustainable in the longer term.

11. For 2013-14, therefore, new trainees should be paid according to the provisions at paragraph 2(iii) of Annex U. Existing trainees should receive a 1% uplift from 1 April 2013 and will be protected at this level until such time as they either move on to a full salary or a higher percentage of the specified band under Annex U.

Cabinet Secretary Approval

12. 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

13. NHS Boards and Special Health Boards should ensure that the new rates are paid from 1 April 2013.

Enquiries

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

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

www.sehd.scot.nhs.uk

16. 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

SHIRLEY ROGERS

Deputy Director

Directorate for Health Workforce and Performance

The Scottish Government

Directorate for Health Workforce and Performance
Pay and Terms and Conditions of Service Division



**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 10 May 2013 – PCS(AFC)2013/2 – 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 2013.

SHIRLEY ROGERS

Deputy Director
Directorate for Health Workforce
and Performance
Scottish Government
St Andrew's House
EDINBURGH
EH1 3DG
10 April 2013

Pay Bands and Pay Points on Second Pay Spine from 1 April 2013

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	14,294	14,294										
2	14,653	14,653										
3	15,013	15,013										
4		15,432										
5		15,851										
6		16,271	16,271									
7		16,811	16,811									
8		17,425	17,425									
9			17,794									
10			18,285									
11			18,838	18,838								
12			19,268	19,268								
13				19,947								
14				20,638								
15				21,265								
16				21,388	21,388							
17				22,016	22,016							
18					22,903							
19					23,825							
20					24,799							
21					25,783	25,783						
22					26,822	26,822						
23					27,901	27,901						
24						28,755						
25						29,759						
26						30,764	30,764					
27						31,768	31,768					
28						32,898	32,898					
29						34,530	34,530					
30							35,536					
31							36,666					
32							37,921					
33							39,239	39,239				
34							40,558	40,558				
35								42,190				
36								43,822				
37								45,707	45,707			
38								47,088	47,088			
39									49,473			
40									52,235			
41									54,998	54,998		
42									56,504	56,504		
43										59,016		
44										61,779		
45										65,922	65,922	
46										67,805	67,805	
47											70,631	
48											74,084	
49											77,850	77,850
50											81,618	81,618
51												85,535
52												89,640
53												93,944
54												98,453

Non-Consolidated Additions to Agenda for Change Pay in 2013-14

Point	Consolidated Salary	Non-Consolidated Addition	Total Salary in 2013-14
2	14,653	105	14,758
3	15,013	101	15,114
4	15,432	97	15,529
5	15,851	93	15,944
6	16,271	89	16,360
7	16,811	84	16,895
8	17,425	78	17,503
9	17,794	74	17,868
10	18,285	69	18,354
11	18,838	64	18,902
12	19,268	59	19,327
13	19,947	53	20,000
14	20,638	45	20,683