



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.

Changes from 1 April 2015

2. From 1 April 2015, national salary scales will increase in line with Scotland's Public Sector Pay Policy. This will mean that all pay points over £21,000 will receive a 1% uplift, and all pay points below £21,000 will receive a flat rate increase of £300. The pay scales which will apply once the above arrangements have been put in place are set out in Annex A.

3. Except where flat rate increases have been applied (i.e. pay points under £21,000), the specified rates from 1 April 2015 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 2014 rates.

On-Call Availability Allowance

4. In line with paragraph 7.2 of [PCS\(AFC\)2012/4](#), the On-Call Availability Allowance is increased to £18.18 per session.

18 March 2015

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:

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Directorates
Health Workforce
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Pay Protection

5. Staff on organisational change pay protection should have their target earnings increased in line with all other staff i.e. a 1% uplift for staff earning £21,000 or over and a £300 consolidated uplift to total target earnings for those earning under £21,000.

Recruitment and Retention Premia (RRP)

6. Any RRPs which increase in line with pay uplifts should be increased by 1%.

Trainees

7. Trainees should be paid according to the provisions of Annex U. Existing trainees who benefitted in previous years from the more generous uplifts put in place by [PCS\(AFC\)2011/5](#) and [PCS\(AFC\)2012/3](#) should receive a 1% uplift from 1 April 2015 and should 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 2(iii) of Annex U.

Cabinet Secretary Approval

8. The provisions of this circular have been approved by Scottish Ministers under Regulations 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

9. NHS Boards and Special Health Boards should ensure that the new rates are paid from 1 April 2015.

Enquiries

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

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

www.sehd.scot.nhs.uk

12. 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

Director
Health Workforce

**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 18 March 2015 – PCS(AFC)2015/1 – 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 2015.

SHIRLEY ROGERS
Director
Health Workforce
Scottish Government
St Andrew's House
EDINBURGH
EH1 3DG
18 March 2015

Pay Bands and Pay Points on Second Pay Spine from 1 April 2015

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*												
2	15,358	15,358										
3	15,714	15,714										
4		16,129										
5		16,544										
6		16,960	16,960									
7		17,495	17,495									
8		18,103	18,103									
9			18,468									
10			18,954									
11			19,502	19,502								
12			19,927	19,927								
13				20,600								
14				21,283								
15				21,692								
16				21,818	21,818							
17				22,458	22,458							
18					23,363							
19					24,304							
20					25,298							
21					26,302	26,302						
22					27,361	27,361						
23					28,462	28,462						
24						29,333						
25						30,357						
26						31,383	31,383					
27						32,407	32,407					
28						33,560	33,560					
29						35,225	35,225					
30							36,250					
31							37,403					
32							38,683					
33							40,028	40,028				
34							41,373	41,373				
35								43,038				
36								44,703				
37								46,625	46,625			
38								48,034	48,034			
39									50,467			
40									53,285			
41									56,104	56,104		
42									57,640	57,640		
43										60,202		
44										63,021		
45										67,247	67,247	
46										69,168	69,168	
47											72,051	
48											75,573	
49											79,415	79,415
50											83,258	83,258
51												87,254
52												91,442
53												95,832
54												100,431

* It has been agreed that this pay point will not be used in Scotland.