



Dear Colleague

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

**1% PAYMENT ON ACCOUNT AND REMOVAL OF  
PAY POINTS**

**Summary**

1. This circular informs NHS Scotland employers of changes to the pay of staff covered by the Agenda for Change agreement from 1 December 2020, as well as outlining the last set of changes to the Agenda for Change pay structure agreed as part of Scotland's 2018 Agenda for Change pay deal.

**Payment on Account**

2. Recognising that it will not be possible to agree a final settlement for Agenda for Change staff until later in 2021, the Cabinet Secretary is instructing NHS Boards to increase all Agenda for Change pay points up to £80,000 by 1%. Pay points above £80,000 will be increased by a flat £800. This "payment on account" will then be subsumed within the final settlement once this has been agreed.

3. The Cabinet Secretary has indicated that the final settlement, when it is agreed, will be backdated to 1 December 2020. As a result, the CS has further instructed Boards to backdate this payment on account to 1 December 2020. Annex A sets out the pay rates to be applied from that date.

**Removal of Pay Points**

4. The 2018 Agenda for Change pay deal involved fundamental restructuring of the Agenda for Change pay system. The deal involved 3 years of pay settlement but 4 years of restructuring to shorten pay bands. The last of the agreed restructuring takes effect on 1 April 2021

24 February 2021

**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  
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EDINBURGH EH1 3DG

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and involves the removal of points from bands 5, 6 and 7. The full deal was published in the Framework Agreement document which is available [here](#).

5. As of 1 April 2020, there were 4 distinct pay points in bands 5, 6 and 7. From 1 April 2021, these bands will reach their final form and will consist of 3 distinct pay points. Annex A confirms what bands 5, 6 and 7 will look like on 1 April 2021.

## Transition

6. [PCS\(AFC\)2020/1](#) sets out how staff move across the transitional matrix on their pay journey from the old Agenda for Change pay structure to the new one, with movement right representing the 1 April pay uplifts and movement down representing the incremental date. The 1% payment on account uplift will mean higher pay from 1 December 2020 but will not affect anyone's incremental date. Staff will therefore continue moving down the pay matrix as they would normally. The deletion of points in bands 5, 6 and 7 on 1 April 2021 will mean any staff member on those points on 31 March 2021 will move to the top of the scale on 1 April 2021.

7. For instance, the pay journey of a band 5 who was on point 4 of the scale on 1 April 2020 and whose incremental date is 15 February would progress as follows:

Band 5	Point on Scale	1 April 2020 Pay Rates	1 Dec 2020 Pay Rates	1 April 2021 Removal of Pay Points
	1	£25,100	<b>£25,351</b>	<b>£25,351</b>
	2	£25,100	<b>£25,351</b>	<b>£25,351</b>
	3	£26,970	<b>£27,240</b>	<b>£27,240</b>
	4	£26,970	<b>£27,240</b>	<b>£27,240</b>
	5	£27,912	<b>£28,191*</b>	<b>£31,966*</b>
	6	£27,912	<b>£28,191*</b>	<b>£31,966*</b>
	7	£31,649	<b>£31,966</b>	<b>£31,966</b>
	8	£31,649	<b>£31,966</b>	<b>£31,966</b>

\* From 1 April 2021, £28,191 is removed as a unique pay point and all staff on £28,191 move to the top pay point on the scale, £31,966.

From 1 April 2020 to 30 November 2020 they are on £26,970. On 1 December 2020, they benefit from the 1% payment on account and their pay increased to £27,240. They then move on the £28,191 on their incremental date of 15 February 2021, before moving on to the top of the scale (£31,966) on 1 April 2021

## 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 December 2020 and that the specified pay points are removed on 1 April 2021.

## 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](http://www.sehd.scot.nhs.uk)

Yours sincerely

A handwritten signature in black ink, appearing to read 'Laura Zeballos', is displayed within a light gray rectangular box.

**LAURA ZEBALLOS**

Acting Deputy Director  
Health and Social Care,  
Workforce Pay, Practice and Partnership 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 24 February 2021 – PCS(AFC)2021/1 – in respect of salary for NHS Scotland staff covered by the Agenda for Change agreement are hereby approved for the purposes of the said Regulations.

**LAURA ZEBALLOS**

Acting Deputy Director  
Health and Social Care,  
Workforce Pay, Practice and Partnership Division  
Scottish Government  
St Andrew's House  
EDINBURGH  
EH1 3DG  
24 February 2021

## Pay Bands and Pay Points for Agenda for Change staff from 1 December 2020

Recognising that it will not be possible to negotiate and agree a pay settlement for Agenda for Change staff in Scotland until later in 2021, the Cabinet Secretary has put in place a 1% payment on account from 1 December 2020. Pay points above £80,000 will receive a flat £800 uplift, on account. The table below shows the rates to be applied.

In addition, the 2018 pay deal involves the removal of pay points from bands 5, 6 and 7 from 1 April 2021. What this means for these bands is set out below.

Band 1	Point on Scale	1 April 2020 Pay Rates	1 Dec 2020 Pay Rates
	1	£18,478	£18,663

Band 2	Point on Scale	1 April 2020 Pay Rates	1 Dec 2020 Pay Rates
	1	£18,600	£18,786
	2	£18,600	£18,786
	3	£20,606	£20,812
	4	£20,606	£20,812
	5	£20,606	£20,812
	6	£20,606	£20,812

Band 3	Point on Scale	1 April 2020 Pay Rates	1 Dec 2020 Pay Rates
	1	£20,700	£20,907
	2	£20,700	£20,907
	3	£22,594	£22,820
	4	£22,594	£22,820
	5	£22,594	£22,820
	6	£22,594	£22,820
	7	£22,594	£22,820

Band 4	Point on Scale	1 April 2020 Pay Rates	1 Dec 2020 Pay Rates
	1	£22,700	£22,927
	2	£22,700	£22,927
	3	£22,700	£22,927
	4	£24,973	£25,223
	5	£24,973	£25,223
	6	£24,973	£25,223
	7	£24,973	£25,223

Band 5	Point on Scale	1 April 2020 Pay Rates	1 Dec 2020 Pay Rates	1 April 2021 Removal of Pay Points
	1	£25,100	<b>£25,351</b>	<b>£25,351</b>
	2	£25,100	<b>£25,351</b>	<b>£25,351</b>
	3	£26,970	<b>£27,240</b>	<b>£27,240</b>
	4	£26,970	<b>£27,240</b>	<b>£27,240</b>
	5	£27,912	<b>£28,191*</b>	<b>£31,966*</b>
	6	£27,912	<b>£28,191*</b>	<b>£31,966*</b>
	7	£31,649	<b>£31,966</b>	<b>£31,966</b>
	8	£31,649	<b>£31,966</b>	<b>£31,966</b>

\*From 1 April 2021, £28,191 is removed as a unique pay point and all staff on £28,191 move to the top pay point on the scale, £31,966.

Band 6	Point on Scale	1 April 2020 Pay Rates	1 Dec 2020 Pay Rates	1 April 2021 Removal of Pay Points
	1	£31,800	<b>£32,118</b>	<b>£32,118</b>
	2	£31,800	<b>£32,118</b>	<b>£32,118</b>
	3	£33,305	<b>£33,638</b>	<b>£33,638</b>
	4	£33,305	<b>£33,638</b>	<b>£33,638</b>
	5	£33,305	<b>£33,638</b>	<b>£33,638</b>
	6	£34,391	<b>£34,735*</b>	<b>£39,560*</b>
	7	£34,391	<b>£34,735*</b>	<b>£39,560*</b>
	8	£39,169	<b>£39,560</b>	<b>£39,560</b>
	9	£39,169	<b>£39,560</b>	<b>£39,560</b>

\*From 1 April 2021, £34,735 is removed as a unique pay point and all staff on £34,735 move to the top pay point on the scale, £39,560.

Band 7	Point on Scale	1 April 2020 Pay Rates	1 Dec 2020 Pay Rates	1 April 2021 Removal of Pay Points
	1	£39,300	<b>£39,693</b>	<b>£39,693</b>
	2	£39,300	<b>£39,693</b>	<b>£39,693</b>
	3	£40,894	<b>£41,303</b>	<b>£41,303</b>
	4	£40,894	<b>£41,303</b>	<b>£41,303</b>
	5	£40,894	<b>£41,303</b>	<b>£41,303</b>
	6	£41,723	<b>£42,140*</b>	<b>£46,467*</b>
	7	£41,723	<b>£42,140*</b>	<b>£46,467*</b>
	8	£46,006	<b>£46,467</b>	<b>£46,467</b>
	9	£46,006	<b>£46,467</b>	<b>£46,467</b>

\*From 1 April 2021, £42,140 is removed as a unique pay point and all staff on £42,140 move to the top pay point on the scale, £46,467.

Band 8A	Point on Scale	1 April 2020 Pay Rates	1 Dec 2020 Pay Rates
	1	£49,480	£49,975
	2	£49,480	£49,975
	3	£49,480	£49,975
	4	£49,480	£49,975
	5	£49,480	£49,975
	6	£53,414	£53,948

Band 8B	Point on Scale	1 April 2020 Pay Rates	1 Dec 2020 Pay Rates
	1	£59,539	£60,134
	2	£59,539	£60,134
	3	£59,539	£60,134
	4	£59,539	£60,134
	5	£59,539	£60,134
	6	£64,095	£64,736

Band 8C	Point on Scale	1 April 2020 Pay Rates	1 Dec 2020 Pay Rates
	1	£71,365	£72,079
	2	£71,365	£72,079
	3	£71,365	£72,079
	4	£71,365	£72,079
	5	£71,365	£72,079
	6	£76,914	£77,683

Band 8D	Point on Scale	1 April 2020 Pay Rates	1 Dec 2020 Pay Rates
	1	£85,811	£86,611
	2	£85,811	£86,611
	3	£85,811	£86,611
	4	£85,811	£86,611
	5	£85,811	£86,611
	6	£89,732	£90,532

Band 9	Point on Scale	1 April 2020 Pay Rates	1 Dec 2020 Pay Rates
	1	£102,558	£103,358
	2	£102,558	£103,358
	3	£102,558	£103,358
	4	£102,558	£103,358
	5	£102,558	£103,358
	6	£107,250	£108,050