



Dear Colleague

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

### **Summary**

1. [PCS\(AFC\)2021/2](#) set out the 2021-22 pay settlement for Agenda for Change staff in Scotland.
2. Since the publication of that circular, the settlement for NHS Scotland's Medical and Dental staff has been announced as an across the board 3% uplift.
3. Recognising the overlap between the Medical and Dental staff group and senior Agenda for Change staff, the Cabinet Secretary for Health and Social Care has authorised an adjustment in the Scottish Agenda for Change settlement in order ensure parity. From 1 April 2021, therefore, the uplift for Scotland's Band 8 and 9 Agenda for Change staff will be raised to 3%. The full settlement, including this revision, is now as follows:
  - Bands 1-4: a flat uplift of £1,009
  - Bands 5-7: a 4% uplift
  - Bands 8A-9: a 3% uplift
4. This revision will also ensure that all of Scotland's Agenda for Change staff remain better paid than their counterparts elsewhere in the UK.

### **Pay Protection**

5. Staff in Bands 8A to 9 on organisational change pay protection as at 31 March 2021 who are at the top of their Band should have their earnings increased by 3% from 1 April 2021, based on their earnings as a 30 November 2020 i.e. before the original uplift was applied.

8 September 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  
Ground Floor Rear  
St Andrew's House  
EDINBURGH EH1 3DG

E-mail:

[hwfpaytermsandconditions  
@gov.scot](mailto:hwfpaytermsandconditions@gov.scot)

## Other Provisions

6. All other provisions in [PCS\(AFC\)2021/2](#) remain unchanged.

## Revised Pay Rates

7. **Annex A** sets out the revised 2021-22 pay rates in full and **Annex B** places these in the context of the transitional arrangements which have been applied in Scotland since the previous 2018 deal in order to move staff on to the new agreed pay structure.

## 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 to Band 8 and 9 staff from 1 April 2021.

## Enquiries

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

11. This circular can be found online at:  
[www.sehd.scot.nhs.uk](http://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](http://www.msg.scot.nhs.uk)

Yours sincerely



**LAURA ZEBALLOS**

Deputy Director

Health 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 8 September 2021 – PCS(AFC)2021/3 – 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**

Deputy Director  
Health Workforce: Pay, Practice and  
Partnership Division  
8 September 2021

## NHS SCOTLAND AGENDA FOR CHANGE PAY RATES AS AT 1 APRIL 2021

Band	Points	2020/21 Rates	2021/22 Rates	% uplift	£ uplift
Band 1	1	£18,478	£19,487	5.46%	£1,009
Band 2	1	£18,600	£19,609	5.42%	£1,009
	2	£20,606	£21,615	4.90%	£1,009
Band 3	1	£20,700	£21,709	4.87%	£1,009
	2	£22,594	£23,603	4.47%	£1,009
Band 4	1	£22,700	£23,709	4.44%	£1,009
	2	£24,973	£25,982	4.04%	£1,009
Band 5	1	£25,100	£26,104	4.00%	£1,004
	2	£26,970	£28,049	4.00%	£1,079
	3	£31,649	£32,915	4.00%	£1,266
Band 6	1	£31,800	£33,072	4.00%	£1,272
	2	£33,305	£34,637	4.00%	£1,332
	3	£39,169	£40,736	4.00%	£1,567
Band 7	1	£39,300	£40,872	4.00%	£1,572
	2	£40,894	£42,530	4.00%	£1,636
	3	£46,006	£47,846	4.00%	£1,840
Band 8A	1	£49,480	£50,965	3.00%	£1,484
	2	£53,414	£55,016	3.00%	£1,602
Band 8B	1	£59,539	£61,325	3.00%	£1,786
	2	£64,095	£66,018	3.00%	£1,923
Band 8C	1	£71,365	£73,506	3.00%	£2,141
	2	£76,914	£79,221	3.00%	£2,307
Band 8D	1	£85,811	£88,385	3.00%	£2,574
	2	£89,732	£92,424	3.00%	£2,692
Band 9	1	£102,558	£105,635	3.00%	£3,077
	2	£107,250	£110,468	3.00%	£3,218

**FULL TRANSITIONAL NHS SCOTLAND AGENDA FOR CHANGE PAY RATES INCLUDING 1 DECEMBER 2020 UPLIFT, DELETION OF PAY POINTS ON 1 APRIL 2021 AND INCREASE OF UPLIFT TO 3% ON 1 APRIL 2021 FOR BAND 8 AND 9**

Band 1	Increment	1 April 2018 Rates	1 April 2019 Rates	1 April 2020 Rates	1 December 2020 Rates
	1	£17,460	£17,949	£18,478	£19,487

Band 2	Increment	1 April 2018 Rates	1 April 2019 Rates	1 April 2020 Rates	1 December 2020 Rates
	1	£17,460	£18,383	£18,600	£19,609
	2	£17,460	£18,383	£18,600	£19,609
	3	£17,865	£18,383	£20,606	£21,615
	4	£18,292	£18,383	£20,606	£21,615
	5	£18,843	£18,937	£20,606	£21,615
	6	£19,470	£20,015	£20,606	£21,615

Band 3	Increment	1 April 2018 Rates	1 April 2019 Rates	1 April 2020 Rates	1 December 2020 Rates
	1	£18,292	£19,945	£20,700	£21,709
	2	£18,843	£19,945	£20,700	£21,709
	3	£19,470	£19,945	£22,594	£23,603
	4	£19,846	£19,945	£22,594	£23,603
	5	£20,347	£20,449	£22,594	£23,603
	6	£20,911	£21,016	£22,594	£23,603
	7	£21,349	£21,947	£22,594	£23,603

Band 4	Increment	1 April 2018 Rates	1 April 2019 Rates	1 April 2020 Rates	1 December 2020 Rates
	1	£20,911	£22,152	£22,700	£23,709
	2	£21,349	£22,152	£22,700	£23,709
	3	£22,042	£22,152	£22,700	£23,709
	4	£22,746	£22,860	£24,973	£25,982
	5	£22,982	£23,097	£24,973	£25,982
	6	£23,113	£23,229	£24,973	£25,982
	7	£23,597	£24,258	£24,973	£25,982

Band 5	Increment	1 April 2018 Rates	1 April 2019 Rates	1 April 2020 Rates	1 Dec 2020 Rates	1 April 2021 Rates
	1	£23,113	£24,670	£25,100	<b>£26,104</b>	<b>£26,104</b>
	2	£23,597	£24,670	£25,100	<b>£26,104</b>	<b>£26,104</b>
	3	£24,547	£24,670	£26,970	<b>£28,049</b>	<b>£28,049</b>
	4	£25,536	£26,713	£26,970	<b>£28,049</b>	<b>£28,049</b>
	5	£26,580	£26,713	£27,912	<b>£29,029*</b>	<b>£32,915*</b>
	6	£27,635	£27,773	£27,912	<b>£29,029*</b>	<b>£32,915*</b>
	7	£28,748	£28,892	£31,649	<b>£32,915</b>	<b>£32,915</b>
	8	£29,905	£30,742	£31,649	<b>£32,915</b>	<b>£32,915</b>

\*From 1 April 2021, £29,029 is removed as a unique pay point and all staff on £29,029 move to the top pay point on the scale, £32,915.

Band 6	Increment	1 April 2018 Rates	1 April 2019 Rates	1 April 2020 Rates	1 Dec 2020 Rates	1 April 2021 Rates
	1	£28,050	£30,401	£31,800	<b>£33,072</b>	<b>£33,072</b>
	2	£28,748	£30,401	£31,800	<b>£33,072</b>	<b>£33,072</b>
	3	£29,905	£30,401	£33,305	<b>£34,637</b>	<b>£34,637</b>
	4	£30,820	£33,139	£33,305	<b>£34,637</b>	<b>£34,637</b>
	5	£31,896	£33,139	£33,305	<b>£34,637</b>	<b>£34,637</b>
	6	£32,974	£33,139	£34,391	<b>£35,767*</b>	<b>£40,736*</b>
	7	£34,050	£34,220	£34,391	<b>£35,767*</b>	<b>£40,736*</b>
	8	£35,261	£35,437	£39,169	<b>£40,736</b>	<b>£40,736</b>
	9	£37,010	£38,046	£39,169	<b>£40,736</b>	<b>£40,736</b>

\*From 1 April 2021, £35,767 is removed as a unique pay point and all staff on £35,767 move to the top pay point on the scale, £40,736.

Band 7	Increment	1 April 2018 Rates	1 April 2019 Rates	1 April 2020 Rates	1 Dec 2020 Rates	1 April 2021 Rates
	1	£33,222	£37,570	£39,300	<b>£40,872</b>	<b>£40,872</b>
	2	£34,050	£37,570	£39,300	<b>£40,872</b>	<b>£40,872</b>
	3	£35,261	£37,570	£40,894	<b>£42,530</b>	<b>£42,530</b>
	4	£37,010	£37,570	£40,894	<b>£42,530</b>	<b>£42,530</b>
	5	£38,088	£39,495	£40,894	<b>£42,530</b>	<b>£42,530</b>
	6	£39,299	£39,495	£41,723	<b>£43,392*</b>	<b>£47,846*</b>
	7	£40,644	£40,847	£41,723	<b>£43,392*</b>	<b>£47,846*</b>
	8	£42,058	£42,268	£46,006	<b>£47,846</b>	<b>£47,846</b>
	9	£43,471	£44,688	£46,006	<b>£47,846</b>	<b>£47,846</b>

\*From 1 April 2021, £43,392 is removed as a unique pay point and all staff on £43,392 move to the top pay point on the scale, £47,846.

Band 8A	Increment	1 April 2018 Rates	1 April 2019 Rates	1 April 2020 Rates	1 Dec 2020 Rates	1 April 2021 Rates
	1	£42,414	£45,446	£49,480	<b>£50,470</b>	<b>£50,965</b>
	2	£43,471	£45,446	£49,480	<b>£50,470</b>	<b>£50,965</b>
	3	£45,220	£45,446	£49,480	<b>£50,470</b>	<b>£50,965</b>
	4	£46,970	£47,205	£49,480	<b>£50,470</b>	<b>£50,965</b>
	5	£48,989	£49,234	£49,480	<b>£50,470</b>	<b>£50,965</b>
	6	£50,470	£51,883	£53,414	<b>£54,482</b>	<b>£55,016</b>

Band 8B	Increment	1 April 2018 Rates	1 April 2019 Rates	1 April 2020 Rates	1 Dec 2020 Rates	1 April 2021 Rates
	1	£49,242	£53,291	£59,539	<b>£60,730</b>	<b>£61,325</b>
	2	£50,470	£53,291	£59,539	<b>£60,730</b>	<b>£61,325</b>
	3	£53,026	£53,291	£59,539	<b>£60,730</b>	<b>£61,325</b>
	4	£55,987	£56,267	£59,539	<b>£60,730</b>	<b>£61,325</b>
	5	£58,948	£59,243	£59,539	<b>£60,730</b>	<b>£61,325</b>
	6	£60,563	£62,259	£64,095	<b>£65,377</b>	<b>£66,018</b>

Band 8C	Increment	1 April 2018 Rates	1 April 2019 Rates	1 April 2020 Rates	1 Dec 2020 Rates	1 April 2021 Rates
	1	£59,090	£63,570	£71,365	<b>£72,792</b>	<b>£73,506</b>
	2	£60,563	£63,570	£71,365	<b>£72,792</b>	<b>£73,506</b>
	3	£63,254	£63,570	£71,365	<b>£72,792</b>	<b>£73,506</b>
	4	£66,216	£66,547	£71,365	<b>£72,792</b>	<b>£73,506</b>
	5	£70,657	£71,010	£71,365	<b>£72,792</b>	<b>£73,506</b>
	6	£72,675	£74,710	£76,914	<b>£78,452</b>	<b>£79,221</b>

Band 8D	Increment	1 April 2018 Rates	1 April 2019 Rates	1 April 2020 Rates	1 Dec 2020 Rates	1 April 2021 Rates
	1	£70,657	£76,083	£85,811	<b>£86,611</b>	<b>£88,385</b>
	2	£72,675	£76,083	£85,811	<b>£86,611</b>	<b>£88,385</b>
	3	£75,704	£76,083	£85,811	<b>£86,611</b>	<b>£88,385</b>
	4	£79,405	£79,802	£85,811	<b>£86,611</b>	<b>£88,385</b>
	5	£82,611	£84,211	£85,811	<b>£86,611</b>	<b>£88,385</b>
	6	£86,532	£88,132	£89,732	<b>£90,532</b>	<b>£92,424</b>

Band 9	Increment	1 April 2018 Rates	1 April 2019 Rates	1 April 2020 Rates	1 Dec 2020 Rates	1 April 2021 Rates
	1	£84,507	£92,208	£102,558	<b>£103,358</b>	<b>£105,635</b>
	2	£86,532	£92,208	£102,558	<b>£103,358</b>	<b>£105,635</b>
	3	£90,608	£92,208	£102,558	<b>£103,358</b>	<b>£105,635</b>
	4	£94,880	£96,480	£102,558	<b>£103,358</b>	<b>£105,635</b>
	5	£99,358	£100,958	£102,558	<b>£103,358</b>	<b>£105,635</b>
	6	£104,050	£105,650	£107,250	<b>£108,050</b>	<b>£110,468</b>