



Dear Colleague

Pay and conditions for Agenda for Change Staff transferring to Scotland from the rest of the UK, Channel Islands and Isle of Man.

1. This circular notifies Employers of agreed changes to pay arrangements, in the context of calculating starting salaries that should apply in the event that Agenda for Change (AfC) staff transfer to Scotland from the rest of the UK, the Channel Islands or the Isle of Man.

2. Annex A details the new inclusion, and an updated version of the Scottish Handbook will be placed on the [Management Steering Group website](#).

Agreement

3. Agreement has been reached between NHS Employers, Staff Side and the Scottish Government (via the Scottish Terms and Conditions Committee) to revise pay arrangements to ensure that all AfC staff are treated equitably with regards to placement on the AfC pay scale, based on reckonable service.

4. This is in accordance with [PCS\(AFC\)2007/3](#) which established that breaks in service will be disregarded where it is less than three calendar months. This will continue for both staff resuming employment within NHS Scotland and those transferring from elsewhere in the UK.

Action

5. NHS Boards and Special Health Boards should note this change to Agenda for Change terms and conditions and apply in full the new arrangements notified in Annex A for staff who are newly employed from 1 November 2023.

6. This circular is available online at: www.publications.scot.nhs.uk.

Yours sincerely

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25 October 2023

Addressees

For action

Chief Executives,
Directors of Finance,
Directors of Human Resources:
NHS Boards and Special Health
Boards, NHS National Services
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For information

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**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 25 October 2023 – PCS(AFC)2023/5 – in respect of Section 1 of the Agenda for Change Handbook are hereby approved for the purposes of the said Regulations.

JANE HAMILTON

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25 October 2023

Part 2: Pay

Section 1: Pay Structure

Starting salary for new staff

- 1.9 Other than in exceptional circumstances the starting salary for staff new to the NHS will be the bottom point of the band to which they have been appointed to.
- 1.10 In the event a staff member is transferring from NHS employment in another part of the UK, Channel Islands or the Isle of Man, into the same AfC Band, for the purposes of their starting salary the staff member will be placed on the pay point they would have been on had they performed all of their previous service in NHS Scotland.
- 1.11 In the event a staff member is transferring from NHS employment in another part of the UK, Channel Islands or the Isle of Man, to a post at a lower band in the same role, they should be treated, for starting salary purposes, as if they had performed all of their previous service in NHS Scotland at that lower band.

PAY AND CONDITIONS FOR AFC STAFF TRANSFERRING TO SCOTLAND FROM THE REST OF THE UK, CHANNEL ISLANDS AND ISLE OF MAN: FREQUENTLY ASKED QUESTIONS

Q1 – When does this change commence?

A1 – This change to terms and conditions is effective from 01/11/2023 and is applicable to all new staff who start employment within NHS Scotland and are transferring from another part of the UK / dependent territories from that date.

Transfers at the Same Band

Q2 – I have a new member of staff which this change applies to. In real terms, how does this affect their starting salary?

A2 – As an example, if the new start is transferring from a Band 5 Nursing post within NHS England into an equivalent role and they are on the third point of the pay scale in their current job, then their starting salary in NHS Scotland will also be at point 3 of Band 5.

Q3 – AfC Staff in Scotland at all Bands / points are paid more than their counterparts across the UK. Is the new member of staff starting salary the Scottish equivalent or the equivalent current pay point used within the country that they are transferring from?

A3 - They will be paid as per NHS Scotland AfC rates. As an example, and using 2023/24 rates, an experienced Paramedic at the top of Band 6 transferring from England would go from the top of Band 6 there (£42,618) to the top of Band 6 in Scotland (£46,100).

Q4 – I transferred to NHS Scotland in January 2023 – does this change affect me?

A4 – No, these changes only affect colleagues transferring to NHS Scotland from 01/11/2023.

Transfers to a Lower Band

Q5 – I have a new member of staff who has three years of service as a Band 6 in England moving to a Band 5 post in the same role in Scotland. Where should they be placed on the Scottish pay scale?

A5 – The staff member's three years of reckonable service at Band 6 should be treated as if it is reckonable service at Band 5 and as if that service had been in Scotland and placed on the scale accordingly.