



Dear Colleague

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

**Summary**

1. This circular informs NHSScotland employers of changes to the pay of staff covered by the Agenda for Change agreement from 1 April 2018.
2. From 1 April 2018, all Agenda for Change pay points up to £80,000 will increase by at least 3%, and all pay points at or above £80,000 will be increase by £1,600. Where a 3% uplift would be inadequate to ensure “no-detriment” relative to pay in England, a higher uplift has been applied to maintain the English level.
3. The old Agenda for Change pay matrix (see Annex A of PCS(AFC)2017/2) has been deleted and Annex A now sets out the new pay rates in full with each Pay Band now set out separately in a Table. From 1 April 2018, Spine Point 3 on the Scottish Agenda for Change Pay Matrix has been deleted.

**Band 1**

4. From 1 April 2018, the rate for those staff who stayed on Band 1 will be set at £17,460.

**Band 2**

5. From 1 April 2018, the bottom point of Band 2 will be deleted and the new bottom pay point will be set at £17,460.

8 June 2018

**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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6. As a result of the deletion of Spine Point 3, staff that would have previously been on Spine Point 3 from 1 April 2018, will not be eligible to receive an increment in 2018-19. They will become eligible for incremental pay progression again on 1 April 2019.

### **Scottish Living Wage**

7. Scotland's Public Sector Pay Policy requires payment of the Scottish Living Wage which is currently £8.75 per hour. The hourly rate of all staff is now above that level, ensuring that we have honoured our commitments.

### **Calculation of Uplift**

8. Except where the flat rate increase has been applied (i.e. pay points at or above £80,000), the specified rates from 1 April 2018 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 relevant uplift to the published 1 April 2017 rates.

### **On-Call Availability Allowance**

9. In line with paragraph 7.2 of PCS(AFC)2015/3, the On-Call Availability Allowance is increased by 3% to **£19.10**, per session.

### **Pay Protection**

10. Staff on organisational change pay protection will have their target earnings increased in line with the headline uplift for their pay level.

### **Recruitment and Retention Premia (RRP)**

11. Any RRP's which increase in line with pay uplifts should be increased by 3%.

### **Promotion**

12. Because we are moving away from the previous pay structure, the rules around promotion set out at paragraph 6.35 of the Agenda for Change handbook are being amended in certain circumstances from 1 April 2018. Agenda for Change provisions dictate that staff on promotion should go on to the lowest available pay point on their promoted scale which produces a pay uplifts.

13. Although the bottom pay point on a number of scales has been set at a specific "no-detriment" rate, staff should continue to be promoted on to the equivalent pay point on their promoted pay scale as they would have been under the old structure. So, for example, someone on the sixth point of Band 5 (the old point 21), who would have been earning £26,830 in 2017 and will be on £27,635 in 2018, will go on to the second point of Band 6 (£28,748) on promotion, rather than the new bottom point of the Band (£28,050). This same

principle needs to be applied wherever this situation would occur from 1 April 2018. Annex B provides a list of these instances, for reference.

### **Cabinet Secretary Approval**

14. 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**

15. NHS Boards and Special Health Boards should ensure that the new rates are paid from 1 April 2018.

### **Enquiries**

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

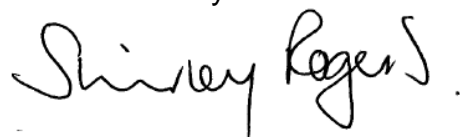
17. Employers should make their own arrangements for obtaining additional copies of this circular, which can be viewed at:

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

18. 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

A handwritten signature in black ink that reads "Shirley Rogers". The signature is written in a cursive style with a period at the end.

**SHIRLEY ROGERS**

Director, Health Workforce and Strategic Change

**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 June 2018 – PCS(AFC)2018/1 – 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 2018.



**SHIRLEY ROGERS**

Director  
Health Workforce and Strategic Change  
Scottish Government  
St Andrew's House  
EDINBURGH  
EH1 3DG  
8 June 2018

### Pay Bands and Pay Points on Second Pay Spine from 1 April 2018

Band 1	Point on Band	Pay
	1	£17,460

Band 2	Point on Band	Pay
	1	£17,460
	2	£17,865
	3	£18,292
	4	£18,843
	5	£19,470

Band 3	Point on Band	Pay
	1	£18,292
	2	£18,843
	3	£19,470
	4	£19,846
	5	£20,347
	6	£20,911
	7	£21,349

Band 4	Point on Band	Pay
	1	£20,911
	2	£21,349
	3	£22,042
	4	£22,746
	5	£22,982
	6	£23,113
	7	£23,597

Band 5	Point on Band	Pay
	1	£23,113
	2	£23,597
	3	£24,547
	4	£25,536
	5	£26,580
	6	£27,635
	7	£28,748
	8	£29,905

Band 6	Point on Band	Pay
	1	£28,050
	2	£28,748
	3	£29,905
	4	£30,820
	5	£31,896
	6	£32,974
	7	£34,050
	8	£35,261
	9	£37,010

Band 7	Point on Band	Pay
	1	£33,222
	2	£34,050
	3	£35,261
	4	£37,010
	5	£38,088
	6	£39,299
	7	£40,644
	8	£42,058
	9	£43,471

Band 8A	Point on Band	Pay
	1	£42,414
	2	£43,471
	3	£45,220
	4	£46,970
	5	£48,989
	6	£50,470

Band 8B	Point on Band	Pay
	1	£49,242
	2	£50,470
	3	£53,026
	4	£55,987
	5	£58,948
	6	£60,563

Band 8C	Point on Band	Pay
	1	£59,090
	2	£60,563
	3	£63,254
	4	£66,216
	5	£70,657
	6	£72,675

Band 8D	Point on Band	Pay
	1	£70,657
	2	£72,675
	3	£75,704
	4	£79,405
	5	£82,611
	6	£86,532

Band 9	Point on Band	Pay
	1	£84,507
	2	£86,532
	3	£90,608
	4	£94,880
	5	£99,358
	6	£104,050

**Points on the scale where the revised promotion rules will apply**

Band 5, point 6 (former spine point 21) should move to Band 6 point 2 on promotion (former spine point 22).

Band 6, point 6 (former spine point 26) should move to Band 7 point 2 on promotion (former spine point 27).

Band 7, point 8 (former spine point 33) should move to Band 8 point 2 on promotion (former spine point 34).

Band 8A, point 5 (former spine point 37) should move to Band 8B point 2 on promotion (former spine point 38).

Band 8B, point 5 (former spine point 41) should move to Band 8C point 2 on promotion (former spine point 42).

Band 8D, point 5 (former spine point 49) should move to Band 9 point 2 on promotion (former spine point 50).