The Scottish Government
Directorate for Health Workforce and Performance
Pay and Terms and Conditions of Service Division

The Scottish Government

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 2014

2.   From 1 April 2014, national salary scales will increase in line with the 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.

3.   Last year, staff on pay points under £21,000 received both consolidated and non-consolidated pay elements as part of their uplift. It has been decided this year that all pay should be consolidated and, to achieve a £300 uplift in WTE gross pay, that £300 should be added to the Annex B figures in PCS(AFC)2013/2. The pay scales which will apply once the above arrangements have been put in place are set out in Annex A.

4.   Except where flat rate increases have been applied (i.e. pay points under £21,000), the specified rates from 1 April 2014 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 2013 rates.

14 March 2014
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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

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Enquiries to:

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Scottish Living Wage

5.	The Scottish Living Wage will be £7.65 from 1 April 2014. As in previous years, this policy will be implemented in NHSScotland by making spine point 1 on the Agenda for Change pay matrix unavailable for use.

Pay Protection

6.	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)

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

Trainees

8.	As in 2013-14, trainees should be paid according to the provisions at paragraph 2(iii) 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 2014 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

9.	The provisions of this circular have been approved by Scottish Ministers under Regulation 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

10.	NHS Boards and Special Health Boards should ensure that the new rates are paid from 1 April 2014.

Enquiries

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

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

www.sehd.scot.nhs.uk

13.   The changes contained in this circular will be reflected in the updated Agenda for Change Terms and Conditions Handbook which can be viewed at:

<u>www.msg.scot.nhs.uk</u>

Yours sincerely

SHIRLEY ROGERS
Deputy Director
Directorate for Health Workforce and Performance

The Scottish Government
Directorate for Health Workforce and Performance
Pay and Terms and Conditions of Service 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 14 March 2014 – PCS(AFC)2014/1 – 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 2014.

SHIRLEY ROGERS
Deputy Director
Directorate for Health Workforce
and Performance
Scottish Government
St Andrew's House
EDINBURGH
EH1 3DG
14 March 2014

Pay Bands and Pay Points on Second Pay Spine from 1 April 2014

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	14,703*											
2	15,058	15,058										
3	15,414	15,414										
4		15,829										
5		16,244										
6		16,660	16,660									
7		17,195	17,195									
8		17,803	17,803									
9			18,168									
10			18,654									
11			19,202	19,202								
12			19,627	19,627								
13				20,300								
14				20,983								
15				21,477								
16				21,602	21,602							
17				22,236	22,236							
18					23,132							
19					24,063							
20					25,047							
21					26,041	26,041						
22					27,090	27,090						
23					28,180	28,180						
24						29,043						
25						30,057						
26						31,072	31,072					
27						32,086	32,086					
28						33,227	33,227					
29						34,876	34,876					
30							35,891					
31							37,032					
32							38,300					
33							39,632	39,632				
34							40,964	40,964				
35								42,612				
36								44,261				
37								46,164	46,164			
38								47,559	47,559			
39									49,968			
40									52,757			
41									55,548	55,548		
42									57,069	57,069		
43										59,606		
44										62,397		
45										66,582	66,582	
46										68,484	68,484	
47											71,338	
48											74,825	
49											78,629	78,629
50											82,434	82,434
51												86,390
52												90,537
53												94,883
54												99,437

* Pay point not used in Scotland because of Scottish Living Wage policy

INVESTOR IN PEOPLE