



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.

### **Changes from 1 April 2017**

2. From 1 April 2017, national salary scales will increase in line with Scotland's Public Sector Pay Policy. This will mean that all pay points currently over £22,000 will receive a 1% uplift, and all pay points currently £22,000 or below will receive a flat rate increase of £400.

### **Scottish Living Wage**

3. Scotland's Public Sector Pay Policy requires payment of the Scottish Living Wage, which is currently £8.45. As the addition of £400 to the lowest available pay point takes the hourly rate for staff on that point to above the Living Wage level, no special measures are required in order to apply this element of the policy.

### **Calculation of Uplift**

4. Except where flat rate increases have been applied (i.e. pay points £22,000 and under), the specified rates from 1 April 2017 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 2016 rates.

23 March 2017

#### **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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Scottish Government Health  
Directorates  
Health Workforce  
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## **On-Call Availability Allowance**

5. In line with paragraph 7.2 of PCS(AFC)2015/3, the On-Call Availability Allowance is increased to £18.55, per session.

## **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 over £22,000 and a £400 consolidated uplift to total target earnings for those earning £22,000 or under.

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

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

## **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 April 2017.

## **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)

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



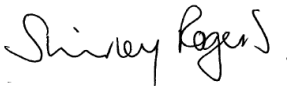
**SHIRLEY ROGERS**

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 23 March 2017 – PCS(AFC)2017/2 – 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 2017.



**SHIRLEY ROGERS**

Director  
Health Workforce and Strategic Change  
Scottish Government  
St Andrew's House  
EDINBURGH  
EH1 3DG  
23 March 2017

### Pay Bands and Pay Points on Second Pay Spine from 1 April 2017

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	*	*										
2	*	*										
3	16,532	16,532										
4		16,929										
5		17,344										
6		17,760	17,760									
7		18,295	18,295									
8		18,903	18,903									
9			19,268									
10			19,754									
11			20,302	20,302								
12			20,727	20,727								
13				21,400								
14				22,083								
15				22,313								
16				22,440	22,440							
17				22,910	22,910							
18					23,832							
19					24,793							
20					25,806							
21					26,830	26,830						
22					27,911	27,911						
23					29,034	29,034						
24						29,923						
25						30,967						
26						32,013	32,013					
27						33,058	33,058					
28						34,234	34,234					
29						35,933	35,933					
30							36,979					
31							38,155					
32							39,461					
33							40,833	40,833				
34							42,205	42,205				
35								43,903				
36								45,602				
37								47,562	47,562			
38								49,000	49,000			
39									51,482			
40									54,356			
41									57,232	57,232		
42									58,799	58,799		
43										61,412		
44										64,287		
45										68,599	68,599	
46										70,559	70,559	
47											73,499	
48											77,092	
49											81,011	81,011
50											84,932	84,932
51												89,008
52												93,280
53												97,758
54												102,450

\* These pay points are not used in Scotland.