



Dear Colleague

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

### **Summary**

1. This circular informs NHS Scotland employers of changes to the pay of staff covered by the Agenda for Change agreement.
2. [PCS\(AFC\)2021/1](#) implemented the last set of structural changes to the Agenda for Change pay system agreed as part of the 2018 pay deal. Specifically, the removal of pay points from Bands 5, 6 and 7 on 1 April 2021.
3. In addition, [PCS\(AFC\)2021/1](#) informed the service of the Cabinet Secretary's decision that, in light of the exceptional pressures created by the COVID-19 pandemic, the 2021-22 Agenda for Change pay uplift would be effective from 1 December 2020 and not 1 April 2021 as would normally be the case.
4. Lastly, [PCS\(AFC\)2021/1](#) put in place a 1% "payment on account" from 1 December 2020, pending the announcement of the full settlement.
5. That full settlement can now be confirmed as follows:
  - Bands 1-4: a flat uplift of £1,009
  - Bands 5-7: a 4% uplift
  - Bands 8A to 8C: a 2% uplift
  - Bands 8D to 9: a flat uplift of £800
6. The above represents an overall average uplift of 4% in Agenda for Change pay.

27 May 2021

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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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Directorates  
Health Workforce  
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7. **Annex A** sets out what the above translates into at each pay point from 1 April 2021. However, as stated above, uplifts are effective from 1 December 2020. As this is before the removal of the last pay points in Bands 5, 6 and 7 and during the time when staff were still moving through the transition from the pre 2018 pay structure to the revised structure agreed under the 2018 deal, **Annex B** presents the pay rates in the same format which has been used over the last three years. This approach has allowed both Board Payroll Departments and staff themselves to track individual pay journeys (see the 2018 [Framework Agreement](#) as well as [PCS\(AFC\)2019/1](#) and [PCS\(AFC\)2020/1](#) for more detailed information on those pay journeys).

8. Consideration will be given in future years to the best way to present pay rates, now that the new structure is fully in place. As clarified in Annex B of the [Framework Agreement](#), the revised approach to progression means that unlike previously when staff moved up an increment every year, the amount of time an individual stays on a given increment will vary according to their place on the overall pay structure.

### **Scottish Living Wage**

9. NHS Scotland is a Living Wage employer and, as such, the lowest available salary of £19,487 translates into an hourly rate of £9.96 per hour, which is above the Scottish Living Wage rate of £9.50 per hour.

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

10. In line with paragraph 7.2 of [PCS\(AFC\)2015/3](#), the On-Call Availability Allowance is increased by 4% to £21.03, per session from 1 December 2020.

### **Pay Protection**

11. Staff on organisational change pay protection as at 30 November 2020 who are at the top of their Band should have their earnings increased as follows on 1 December 2020:

- Bands 1-4: a flat uplift of £1,009 per annum
- Bands 5-7: a 4% uplift
- Bands 8A to 8C: a 2% uplift
- Bands 8D to 9: a flat uplift of £800 per annum

12. Flat rate figures should be increased on a pro-rata basis for part time staff. Staff not at the top of their Band remain eligible for any incremental progression on their protected pay scale.

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

13. Any RRP's which increase in line with pay uplifts should be increased by 4% from 1 December 2020.

### **Promotion**

14. The provisions currently set out at 6.35 of the Agenda for Change Handbook will continue to apply where staff secure promotion. Given that all overlaps between

pay bands have now been removed, however, staff will generally move on to the minimum point of their new scale.

### **Cabinet Secretary Approval**

15. 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**

16. NHS Boards and Special Health Boards should ensure that the new rates are paid from 1 December 2020.

### **Enquiries**

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

18. This circular can be found online at:

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

19. 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**

Acting 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 27 May 2021 – PCS(AFC)2021/2 – 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**  
Acting Deputy Director  
Health Workforce: Pay, Practice and  
Partnership Division  
27 May 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	£50,470	2.00%	£990
	2	£53,414	£54,482	2.00%	£1,068
Band 8B	1	£59,539	£60,730	2.00%	£1,191
	2	£64,095	£65,377	2.00%	£1,282
Band 8C	1	£71,365	£72,792	2.00%	£1,427
	2	£76,914	£78,452	2.00%	£1,538
Band 8D	1	£85,811	£86,611	0.93%	£800
	2	£89,732	£90,532	0.89%	£800
Band 9	1	£102,558	£103,358	0.78%	£800
	2	£107,250	£108,050	0.75%	£800

**FULL TRANSITIONAL NHS SCOTLAND AGENDA FOR CHANGE PAY RATES INCLUDING 1 DECEMBER 2020 UPLIFT AND DELETION OF PAY POINTS ON 1 APRIL 2021**

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 December 2020 Rates
	1	£42,414	£45,446	£49,480	<b>£50,470</b>
	2	£43,471	£45,446	£49,480	<b>£50,470</b>
	3	£45,220	£45,446	£49,480	<b>£50,470</b>
	4	£46,970	£47,205	£49,480	<b>£50,470</b>
	5	£48,989	£49,234	£49,480	<b>£50,470</b>
	6	£50,470	£51,883	£53,414	<b>£54,482</b>

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

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

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

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