#### The Scottish Government

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



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

#### **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:**

Colin Cowie Scottish Government Health Directorates Health Workforce Ground Floor Rear St Andrew's House EDINBURGH EH1 3DG

Tel: 0131-244 3778 Fax: 0131-244 2837

E-mail:

Colin.cowie@scotland.gsi.gov.uk

## **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:

www.msg.scot.nhs.uk

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

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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     6</td><td></td><td></td><td></td><td></td><td>44,261</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>36</td></tr> <tr><td>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     6</td><td></td><td></td><td></td><td></td><td>46,164</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>40     52,757       41     55,548     55,548       42     57,069     57,069       43     59,606       44     62,397       45     66,582     6</td><td></td><td></td><td></td><td></td><td>47,559</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>41     55,548     55,548       42     57,069     57,069       43     59,606       44     62,397       45     66,582     6</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>42     57,069     57,069       43     59,606       44     62,397       45     66,582     6</td><td></td><td><b></b></td><td></td><td></td><td></td><td></td><td></td><td><b></b></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>43 59,606 44 62,397 45 66,582 6</td><td></td><td><u> </u></td><td></td><td></td><td></td><td>ļ</td><td></td><td><u> </u></td><td>1</td><td>ļ</td><td></td><td>1</td><td></td></tr> <tr><td>44 62,397 45 66,582 6</td><td></td><td></td><td></td><td>57,069</td><td></td><td></td><td></td><td><u> </u></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>45 66,582 6</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td><u> </u></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td><td></td><td><u> </u></td><td></td><td>ļ</td><td></td><td></td><td></td></tr> <tr><td>1<sup>40</sup>                                      </td><td></td><td>66,582</td><td></td><td></td><td></td><td>-</td><td></td><td><u> </u></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td>68,484</td><td>68,484</td><td></td><td></td><td>1</td><td></td><td><del>                                     </del></td><td></td><td>1</td><td></td><td>-</td><td></td></tr> <tr><td></td><td></td><td>71,338</td><td></td><td></td><td></td><td></td><td></td><td><del>                                     </del></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td>74,825</td><td></td><td></td><td></td><td></td><td></td><td><u> </u></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td>78,629</td><td></td><td></td><td></td><td></td><td></td><td><u> </u></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>51</td><td>82,43 86,39</td><td>82,434</td><td></td><td></td><td></td><td>-</td><td></td><td><del>                                     </del></td><td>1</td><td>-</td><td></td><td>1</td><td></td></tr> <tr><td>52</td><td>90,53</td><td></td><td></td><td></td><td></td><td>1</td><td></td><td><u> </u></td><td></td><td>1</td><td></td><td></td><td></td></tr> <tr><td>53</td><td>90,53</td><td></td><td></td><td></td><td></td><td>1</td><td></td><td><u> </u></td><td></td><td>1</td><td></td><td></td><td></td></tr> <tr><td>54</td><td>99,43</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr>														14         20,983           15         21,477           16         21,602           17         22,236           18         23,132           19         24,063           20         25,047           21         26,041           22         27,090           23         28,180           24         29,043           25         30,057           26         31,072           27         32,086           28         33,227           29         34,876           34,876         34,876           33         39,632           34         40,964           35         42,612           36         40,964           35         44,261           36         47,559           39         46,164           46,164         46,164           39         47,559           40         55,548           57,069         57,069           43         59,606           44         57,069           57,069         57,069           445         66,582										19,627				15         21,477         16         21,602         21,602         17         22,236         18         18         22,236         18         19         24,063         19         24,063         19         24,063         19         24,063         19         19         24,063         19         19         19         24,063         19 <td< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>														16         21,602         21,602         ————————————————————————————————————														17         22,236         22,236														18         23,132           19         24,063           20         25,047           21         26,041           22         27,090           23         28,180           24         29,043           25         30,057           26         31,072           27         32,086           28         33,227           29         34,876           30         35,891           31         37,032           32         38,300           33         39,632           34         40,964           40,964         40,964           36         44,261           37         46,164           38         47,559           39         49,968           40         55,548           55,648         55,648           57,069         57,069           43         59,606           44         66,582		ļ												19         24,063           20         25,047           21         26,041           22         27,090           23         28,180           24         29,043           25         30,057           26         31,072           27         32,086           28         33,227           30         34,876           34,876         34,876           33         37,032           32         38,300           33         39,632           34         40,964           40,964         40,964           36         44,261           37         46,164           38         47,559           39         49,968           40         55,548           55,548         55,548           55,548         57,069           44         59,606           44         59,606									22,236					20         25,047           21         26,041         26,041           22         27,090         27,090           23         28,180         28,180           24         29,043         25           26         31,072         31,072           27         32,086         32,086           28         33,227         33,227           29         34,876         34,876           30         35,891         31           31         37,032         38,300           32         38,300         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         55,548         55,548           42         57,069         57,069           43         59,606           44         59,606           44         66,582														21         26,041         26,041         26,041           22         27,090         27,090         27,090           23         28,180         28,180         29,043           24         29,043         29,043         22,086           25         31,072         31,072         27           27         32,086         32,086         28           28         33,227         33,227         29           30         35,891         31         37,032           32         38,300         33,300         33           33         39,632         39,632         34           40,964         40,964         40,964         42,612           36         44,261         44,261           37         46,164         46,164         46,164           38         47,559         47,559           39         49,968         40           40         52,757         41           41         55,548         55,548         55,548           42         57,069         57,069         57,069           43         59,606         66,582         66,582         66,582	_													22         27,090         27,090           23         28,180         28,180           24         29,043         29,043           25         30,057         31,072           26         31,072         31,072           27         32,086         32,086           28         33,227         32           29         34,876         34,876           30         35,891         31           31         37,032         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	_						00.044							23         28,180         28,180         29,043           25         30,057         26           26         31,072         31,072         31,072           27         32,086         32,086         28           28         33,227         33,227         32,086           30         35,891         31           31         37,032         33           32         38,300         39,632           34         40,964         40,964           35         42,612         36           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														24         29,043           25         30,057           26         31,072           27         32,086           28         33,227           29         34,876           30         35,891           31         37,032           32         38,300           33         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														25         30,057           26         31,072           27         32,086           28         33,227           29         34,876           30         35,891           31         37,032           32         38,300           33         39,632           34         40,964           40,964         40,964           35         42,612           36         44,261           37         46,164           38         47,559           39         49,968           40         52,757           41         55,548           55,548         55,548           42         57,069           43         59,606           44         62,397           45         66,582								20,100						26         31,072         31,072         31,072           27         32,086         32,086         32,086           28         33,227         33,227         33,227           29         34,876         34,876         34,876           30         35,891         31           31         37,032         33,300           32         38,300         39,632           34         40,964         40,964           35         42,612         36           36         44,261         37           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         66,582         66,582													25	27         32,086         32,086         32,086           28         33,227         33,227         33,227           29         34,876         34,876         34,876         34,876         34,876         35,891         35,891         37,032         38,300         33,300         33,300         33,300         33,300         33,300         33,300         33,632         34,40,964         40,964         40,964         40,964         40,964         40,964         35,500         36,100         37,559         47,612         36,100         37,559         47,559         47,559         47,559         47,559         49,968         40,964         40	+					31 072								28         33,227         33,227           29         34,876         34,876           30         35,891         31           31         37,032         38,300           32         38,300         39,632           34         40,964         40,964           35         42,612         36           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         6														29       34,876       34,876       34,876         30       35,891       37,032       32         32       38,300       38,300       33,632       39,632       39,632       34,0964       40,964       40,964       40,964       35       42,612       36       36       44,261       37       46,164       46,164       46,164       38       47,559       47,559       39       49,968       40       52,757       41       55,548       55,548       55,548       57,069       57,069       43       44       59,606       44       62,397       45       66,582       66														30       35,891         31       37,032         32       38,300         33       39,632       39,632         34       40,964       40,964         35       42,612       36         36       44,261       37         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       6														31       37,032       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       6							0 1,0 1 0							32       38,300       39,632       39,632       33,632       33,632       33,632       34,632       34,632       34,632       34,632       34,632       34,632       34,612       35,632       34,612       36,632       36,632       34,612       36,632													31	33       39,632														34       40,964       40,964       1         35       42,612       1         36       44,261       1         37       46,164       46,164       1         38       47,559       47,559       1         39       49,968       1 <td< td=""><td></td><td></td><td></td><td></td><td>39,632</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>					39,632									36     44,261       37     46,164       38     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     6														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     6					42,612									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     6					44,261								36	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     6					46,164									40     52,757       41     55,548     55,548       42     57,069     57,069       43     59,606       44     62,397       45     66,582     6					47,559									41     55,548     55,548       42     57,069     57,069       43     59,606       44     62,397       45     66,582     6														42     57,069     57,069       43     59,606       44     62,397       45     66,582     6		<b></b>						<b></b>						43 59,606 44 62,397 45 66,582 6		<u> </u>				ļ		<u> </u>	1	ļ		1		44 62,397 45 66,582 6				57,069				<u> </u>						45 66,582 6								<u> </u>												1		<u> </u>		ļ				1 <sup>40</sup>		66,582				-		<u> </u>								68,484	68,484			1		<del>                                     </del>		1		-				71,338						<del>                                     </del>								74,825						<u> </u>								78,629						<u> </u>						51	82,43 86,39	82,434				-		<del>                                     </del>	1	-		1		52	90,53					1		<u> </u>		1				53	90,53					1		<u> </u>		1				54	99,43												
14         20,983           15         21,477           16         21,602           17         22,236           18         23,132           19         24,063           20         25,047           21         26,041           22         27,090           23         28,180           24         29,043           25         30,057           26         31,072           27         32,086           28         33,227           29         34,876           34,876         34,876           33         39,632           34         40,964           35         42,612           36         40,964           35         44,261           36         47,559           39         46,164           46,164         46,164           39         47,559           40         55,548           57,069         57,069           43         59,606           44         57,069           57,069         57,069           445         66,582										19,627																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
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18         23,132           19         24,063           20         25,047           21         26,041           22         27,090           23         28,180           24         29,043           25         30,057           26         31,072           27         32,086           28         33,227           29         34,876           30         35,891           31         37,032           32         38,300           33         39,632           34         40,964           40,964         40,964           36         44,261           37         46,164           38         47,559           39         49,968           40         55,548           55,648         55,648           57,069         57,069           43         59,606           44         66,582		ļ																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
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<sup>\*</sup> Pay point not used in Scotland because of Scottish Living Wage policy





