



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 from 1 April 2018.

2. From 1 April 2018, a payment on account for 2018-19 will be applied to all Agenda for Change pay points, which will mean that all pay points up to £80,000 will increase by 3%, and all pay points at or above £80,000 will be increase by £1,600.

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.

### **Scottish Living Wage**

4. Scotland's Public Sector Pay Policy requires payment of the Scottish Living Wage which is currently £8.75 per hour. To fulfil this obligation, the rate for Band 1 and the bottom point for Band 2 has been set at £17,110.

### **Calculation of Uplift**

5. 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.

11 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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Directorates  
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## **On-Call Availability Allowance**

6. 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**

7. 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)**

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

## **Cabinet Secretary Approval**

9. 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**

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

## **Enquiries**

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

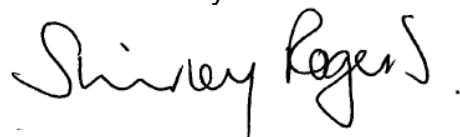
12. Employers should make their own arrangements for obtaining additional copies of this circular, which can be viewed at:

[www.sehd.scot.nhs.uk](http://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](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 11 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  
11 June 2018

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

Band 1	Point on Band	Pay
	1	£17,110

Band 2	Point on Band	Pay
	1	£17,110
	2	£17,437
	3	£17,865
	4	£18,292
	5	£18,843
	6	£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	£27,635
	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	£32,974
	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	£42,058
	2	£43,471
	3	£45,220
	4	£46,970
	5	£48,989
	6	£50,470

Band 8B	Point on Band	Pay
	1	£48,989
	2	£50,470
	3	£53,026
	4	£55,987
	5	£58,948
	6	£60,563

Band 8C	Point on Band	Pay
	1	£58,948
	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	£82,611
	2	£86,532
	3	£90,608
	4	£94,880
	5	£99,358
	6	£104,050