



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 for 2023-24.
2. The 2023-24 Agenda for Change pay uplift will be effective from the 1 April 2023.
3. This settlement has been negotiated and agreed between the Scottish Government and Scottish Agenda for Change trade unions and staff representative groups.
4. Under the agreement, most staff will receive a consolidated uplift of 6.5%, with a floor of £1,548 and a cap of £3,755.

One-Off Non-Consolidated Addition

5. In addition to the consolidated uplift, staff will also receive a one-off non-consolidated addition ranging between £387 and £939, depending on an individual's place on the Agenda for Change pay matrix. For clarity, the sum is non-superannuable and not included for the calculation of hourly rates. It will be paid pro-rata for part time staff. It will be paid based upon the incremental point and contracted hours in place on 1st April 2023.
6. For staff on leave e.g. sickness absence, maternity, paternity, shared parental, career break etc, the additional payment will be based on the employee's

21 March 2023

(re-issued on 6 April 2023
with FAQ on Additional
Payment added)

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

E-mail:

[hwfpaytermsandconditions
@gov.scot](mailto:hwfpaytermsandconditions@gov.scot)

contracted hours held on record, that being those in place prior to the commencement of the leave.

Revised Pay Rates

7. **Annex A** sets out the revised 2023-24 pay rates in full and **Annex B** sets these in the context of individual pay journeys.

Scottish Living Wage

8. NHS Scotland is a Living Wage employer and, as such, the lowest available salary of £23,240 translates into an hourly rate of £11.89 per hour, which is considerably above the Scottish Living Wage rate of £10.90 per hour.

On-Call Availability Allowance

9. In line with paragraph 7.2 of [PCS\(AFC\)2015/3](#), the On-Call Availability Allowance is increased by 6.5% to £24.07 per session from 1 April 2023.

Pay Protection

10. Staff on organisational change pay protection as at 1 April 2023 should have their protected earnings levels increased by the appropriate pay uplift flat rate / percentage for their place on the scale.

11. 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)

12. Any RRP's which increase in line with pay uplifts should be increased by 6.5% from 1 April 2023.

Cabinet Secretary Approval

13. 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

14. NHS Boards and Special Health Boards should ensure that the new rates are paid from 1 April 2023.

Enquiries

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

16. This circular can be found online at:

www.sehd.scot.nhs.uk

17. 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

A handwritten signature in black ink, appearing to read 'Laura Zeballos', with a stylized, flowing script.

LAURA ZEBALLOS

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 21 March 2023 – PCS(AFC)2023/2 – 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.

A handwritten signature in black ink, appearing to read 'Laura Zeballos'.

LAURA ZEBALLOS

Deputy Director

Health Workforce: Pay, Practice and
Partnership Division

21 March 2023

NHS SCOTLAND AGENDA FOR CHANGE PAY RATES AS AT 1 APRIL 2023

Band	Pt	2022/23 Rates	2023/24 Rates	Consolidated Uplift %	Consolidated Uplift £	One-off Non-Con Addition	Total In-year Addition %	Total In-year Addition £
Band 1	1	£21,692	£23,240	7.14%	£1,548	£387	8.92%	£1,935
Band 2	1	£21,814	£23,362	7.10%	£1,548	£387	8.87%	£1,935
	2	£23,820	£25,368	6.50%	£1,548	£387	8.12%	£1,935
Band 3	1	£23,914	£25,468	6.50%	£1,554	£389	8.12%	£1,943
	2	£25,808	£27,486	6.50%	£1,678	£420	8.13%	£2,098
Band 4	1	£25,914	£27,598	6.50%	£1,684	£421	8.12%	£2,105
	2	£28,187	£30,019	6.50%	£1,832	£458	8.12%	£2,290
Band 5	1	£28,384	£30,229	6.50%	£1,845	£461	8.13%	£2,306
	2	£30,329	£32,300	6.50%	£1,971	£493	8.13%	£2,464
	3	£35,365	£37,664	6.50%	£2,299	£575	8.12%	£2,874
Band 6	1	£35,522	£37,831	6.50%	£2,309	£577	8.13%	£2,886
	2	£37,087	£39,498	6.50%	£2,411	£603	8.13%	£3,014
	3	£43,286	£46,100	6.50%	£2,814	£703	8.12%	£3,517
Band 7	1	£43,422	£46,244	6.50%	£2,822	£706	8.13%	£3,528
	2	£45,080	£48,010	6.50%	£2,930	£733	8.12%	£3,663
	3	£50,506	£53,789	6.50%	£3,283	£821	8.13%	£4,104
Band 8A	1	£53,513	£56,992	6.50%	£3,478	£870	8.12%	£4,348
	2	£57,767	£61,522	6.50%	£3,755	£939	8.12%	£4,694
Band 8B	1	£63,530	£67,285	5.91%	£3,755	£939	7.39%	£4,694
	2	£68,223	£71,978	5.50%	£3,755	£939	6.88%	£4,694
Band 8C	1	£75,711	£79,466	4.96%	£3,755	£939	6.20%	£4,694
	2	£81,426	£85,181	4.61%	£3,755	£939	5.76%	£4,694
Band 8D	1	£90,590	£94,345	4.15%	£3,755	£939	5.18%	£4,694
	2	£94,629	£98,384	3.97%	£3,755	£939	4.96%	£4,694
Band 9	1	£107,840	£111,595	3.48%	£3,755	£939	4.35%	£4,694
	2	£112,673	£116,428	3.33%	£3,755	£939	4.17%	£4,694

FULL NHS SCOTLAND AGENDA FOR CHANGE PAY RATES AS AT 1 APRIL 2023

Band 1	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£21,692	£23,240

Band 2	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£21,814	£23,362
	2	£21,814	£23,362
	3	£23,820	£25,368

Band 3	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£23,914	£25,468
	2	£23,914	£25,468
	3	£25,808	£27,486

Band 4	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£25,914	£27,598
	2	£25,914	£27,598
	3	£25,914	£27,598
	4	£28,187	£30,019

Band 5	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£28,384	£30,229
	2	£28,384	£30,229
	3	£30,329	£32,300
	4	£30,329	£32,300
	5	£35,365	£37,664

Band 6	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£35,522	£37,831
	2	£35,522	£37,831
	3	£37,087	£39,498
	4	£37,087	£39,498
	5	£37,087	£39,498
	6	£43,286	£46,100

Band 7	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£43,422	£46,244
	2	£43,422	£46,244
	3	£45,080	£48,010
	4	£45,080	£48,010
	5	£45,080	£48,010
	6	£50,506	£53,789

Band 8A	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£53,513	£56,992
	2	£53,513	£56,992
	3	£53,513	£56,992
	4	£53,513	£56,992
	5	£53,513	£56,992
	6	£57,767	£61,522

Band 8B	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£63,530	£67,285
	2	£63,530	£67,285
	3	£63,530	£67,285
	4	£63,530	£67,285
	5	£63,530	£67,285
	6	£68,223	£71,978

Band 8C	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£75,711	£79,466
	2	£75,711	£79,466
	3	£75,711	£79,466
	4	£75,711	£79,466
	5	£75,711	£79,466
	6	£81,426	£85,181

Band 8D	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£90,590	£94,345
	2	£90,590	£94,345
	3	£90,590	£94,345
	4	£90,590	£94,345
	5	£90,590	£94,345
	6	£94,629	£98,384

Band 9	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£107,840	£111,595
	2	£107,840	£111,595
	3	£107,840	£111,595
	4	£107,840	£111,595
	5	£107,840	£111,595
	6	£112,673	£116,428

ADDITIONAL PAYMENT IN 2023-24: FREQUENTLY ASKED QUESTIONS

Q.1. Is the Additional Payment being paid in April 2023?

A.1. Yes.

Q.2. When will weekly paid staff receive the payment?

A.2. For weekly paid staff the payment will be processed at the end of April.

Q.3. How is the Additional Payment calculated?

A.3. The payment is based on the appropriate pay band and incremental point as at 1 April 2023. For part time staff the payment is pro-rata to contracted hours in place as at 1 April 2023.

Example – full time staff member, Band 5 Point 1 £30,229 salary at 1 April 2023 = £461 Additional Payment

Example – part time staff member 20 hours per week, Band 5 Point 1 £30,229 salary at 1 April 2023 = £245.87 Additional Payment (£461.00 divided by 37.50 hours multiplied by 20 hours)

Q.4. Is the Additional Payment paid to Term Time workers?

A.4. Yes. It is paid on the same basis as Q3, using contracted hours paid as opposed to term time hours worked per week.

Q.5. Is the Additional Payment paid at the full rate for Annex 21 Trainees?

A.5. No. It is paid on the same basis as Q3 above but the value is then adjusted by the appropriate trainee percentage.

Q.6. Are bank workers entitled to the Additional Payment?

A.6. Yes. It is paid on the same basis as Q3 above but needs to be pro-rated based upon hours actually worked. Hours paid during pay periods Month 10 – Month 12, or Week 40 – Week 52 will be used to obtain an average amount of weekly “part time” hours. The full-time value of the Additional Payment is pro-rated by the average amount of weekly hours.

Q.7. Is the Additional Payment still paid if a staff member is on sick leave as at 1 April 2023?

A.7. Yes, it is paid on the same basis as Q3 above.

Q.8. Is the Additional Payment still paid if a staff member is on any other leave type e.g. maternity, paternity, parental, shared parental, career break etc. as at 1 April 2023?

A.8. Yes, it is paid on the same basis as Q3 above.

Q.9. Does the Additional Payment increase hourly rates for unsocial hours and overtime?

A.9. No, it is non-consolidated so does not increase any hourly rate.

Q.10. Is the Additional Payment subject to normal deductions?

A.10. The payment is subject to income tax and national insurance deductions, but it is not liable for superannuation deductions.

Q.11. If a staff member's pay circumstances changes on/after 2 April 2023, is the Additional Payment adjusted accordingly?

A.11. No, the payment is based on the pay band, salary point and contracted hours as at 1 April 2023.

Q.12. If a staff member commences employment on/after 2 April 2023, are they eligible for the Additional Payment?

A.12. No, it is only paid to staff in post as at 1 April 2023.

Q.13. If a staff member leaves employment on/after 2 April 2023, will they be required to repay the Additional Payment?

A.13. No.

Q.14. If a staff member's pay band or contracted hours changes later in the year but is retrospectively backdated to 1 April 2023 does this change the value of the Additional payment already paid?

A.14. No, it is based on the original pay circumstances in place at the time of payment.

Q.15. If a staff member has pay protection, is the Additional Payment included in earnings for offsetting?

A.15. No.

Q.16. What happens in a situation where someone works in two separate Boards?

A.16. Staff will receive a pro rata payment according to the hours they work in each Board.

Q.17. Will the Additional Payment affect benefits for those who receive them?

A.17. It is likely to affect benefits, although it is important to stress that everyone should be better off overall. Universal Credit, for instance, may reduce or stop in April. It would then begin again in May, although adjusted for the higher substantive salary agreed within the pay deal. Given that everyone's circumstances will be different, it is difficult to provide blanket advice around this issue. Anyone seeking confirmation of how the payment may affect their benefits or tax credits should contact one or more of the following:

DWP

[Benefits calculators - GOV.UK \(www.gov.uk\)](https://www.gov.uk/benefits-calculators)

Local Benefits Adviser

[Find an adviser | AdviceLocal](https://www.adviceuk.org/)