



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 2016**

2. From 1 April 2016, 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 below £22,000 will receive a flat rate increase of £400, except those staff covered by the provisions of paragraph 3 and 4 below.

**Scottish Living Wage**

3. In order to ensure that the Scottish Living Wage is paid in NHSScotland, use of pay point 2 is being discontinued from 1 April 2016. From that date, all staff on point 2 should be moved to point 3, and all new starts who would otherwise have been placed on point 2 should be started on point 3. Those individuals who have been moved from point 2 to point 3 should have their incremental date reset to 1 April to prevent "leapfrogging".

4. In order to ensure that point 3 achieves the Scottish Living Wage rate of £8.25, it is being increased by £418.

9 March 2016

**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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## **Calculation of Uplift**

5. Except where flat rate increases have been applied (i.e. pay points under £22,000), the specified rates from 1 April 2016 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 2015 rates.

## **On-Call Availability Allowance**

6. In line with paragraph 7.2 of PCS(AFC)2015/3, the On-Call Availability Allowance is increased to £18.36, per session.

## **Pay Protection**

7. 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 £22,000 or over and a £400 consolidated uplift to total target earnings for those earning under £22,000.

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

8. Any RRP's which increase in line with pay uplifts should be increased by 1%.

## **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 2016.

## **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

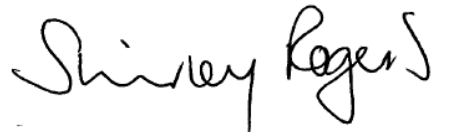
A handwritten signature in black ink that reads "Shirley Rogers". The signature is written in a cursive style with a period at the end.

**SHIRLEY ROGERS**  
Director of Health Workforce

**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 9 March 2016 – PCS(AFC)2016/2 – 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 2016.



**SHIRLEY ROGERS**  
Director of Health Workforce  
Scottish Government  
St Andrew's House  
EDINBURGH  
EH1 3DG  
9 March 2016

## Pay Bands and Pay Points on Second Pay Spine from 1 April 2016

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	16,132	16,132										
4		16,529										
5		16,944										
6		17,360	17,360									
7		17,895	17,895									
8		18,503	18,503									
9			18,868									
10			19,354									
11			19,902	19,902								
12			20,327	20,327								
13				21,000								
14				21,683								
15				22,092								
16				22,218	22,218							
17				22,683	22,683							
18					23,597							
19					24,547							
20					25,551							
21					26,565	26,565						
22					27,635	27,635						
23					28,746	28,746						
24						29,626						
25						30,661						
26						31,696	31,696					
27						32,731	32,731					
28						33,895	33,895					
29						35,577	35,577					
30							36,612					
31							37,777					
32							39,070					
33							40,428	40,428				
34							41,787	41,787				
35								43,469				
36								45,150				
37								47,092	47,092			
38								48,514	48,514			
39									50,972			
40									53,818			
41									56,665	56,665		
42									58,217	58,217		
43										60,804		
44										63,651		
45										67,920	67,920	
46										69,860	69,860	
47											72,771	
48											76,329	
49											80,209	80,209
50											84,091	84,091
51												88,127
52												92,357
53												96,791
54												101,436

\* It has been agreed that, to conform to the Scottish Government's policy on the Scottish Living Wage, pay points 1 and 2 will not be used in Scotland from 1 April 2016.