

**The Scottish Government**  
Health Workforce Directorate  
Employment and Retention Division



16 February 2009

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 all staff covered by the Agenda for Change agreement. A multi-year pay settlement is in place covering 2008/09, 2009/10 and 2010/11, respectively. The updated pay bands which will apply from 1 April 2009 are set out at **Annex A**.

2. The NHS Pay Review Body will continue to gather evidence throughout 2009/10. In the event that the NHS Pay Review Body receives and identifies new evidence of a significant and material change in recruitment and retention and wider economic and labour market conditions, it may request a remit from the Secretary of State for Health in England and Ministers for Health in UK Devolved Administrations to review the increases set out in the multi-year agreement for 2010/11.

### **Rates of Pay for 2009/10**

3. National rates of pay will be uplifted by 2.4% with effect from 1 April 2009. The new rates have been calculated on the basis of a cumulative uplift using Agenda for Change pay rates applicable on 1 October 2004 as the baseline figures to maintain relativity, and may therefore differ slightly from figures calculated by applying an uplift to 2008/09 figures.

### **Addresses**

#### For action

Chairs, NHS Boards and Special Health Boards and NHS National Services Scotland (Common Services Agency)  
Chief Executives, NHS Boards and Special Health Boards and NHS National Services Scotland (Common Services Agency)  
Directors of Finance, NHS Boards and Special Health Boards and NHS National Services Scotland (Common Services Agency)  
Directors of Human Resources, NHS Boards and Special Health Boards and NHS National Services Scotland (Common Services Agency)

#### For information

Members, Scottish Partnership Forum  
Members, Scottish Terms and Conditions Committee  
Members, Scottish Workforce and Governance Committee

### **Enquiries to:**

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### **Deletion of the Lowest Point on Band 1**

4. The lowest point on Band 1 disappears from 1 April 2009. Band 1 is now therefore only three points long. Employees who are on the minimum of Band 1 as at 31 March 2009 will transfer to the new minimum point with effect from 1 April 2009. The incremental date of all those staff on the previous bottom point will be reset to 1 April 2010. It should be noted that this reduces the length of the entire Agenda for Change pay scale from 56 to 55 points and that all points have therefore been renumbered.

### **Increase to the Value of Top Point of Band 5**

5. The value of the top point on Band 5 has been increased in value by an additional 0.33%. This has also involved some consequential re-spreading of certain pay points in Band 5 and the first 3 points in Band 6 as set out in Annex A.

### **National Recruitment and Retention Premia**

6. The national recruitment and retention premium payable to qualified maintenance craftsmen and technicians under the terms of Annex R, paragraph 13 of the terms and conditions handbook shall increase to £3,205 from 1 April, 2009.

7. The recruitment and retention premium payable to Healthcare Chaplains under the terms of Annex R, paragraph 15 shall increase by 2.4% from 1 April 2009.

### **On-Call Allowances**

8. Where on-call allowances continue to be paid in accordance with Section 2 of the terms and conditions handbook, these should be increased by 2.4% from 1 April 2009.

### **Uplifts to national pay bands from 1 April 2010**

9. The Scottish Government will publish a further circular at the appropriate time to confirm the published pay bands, in time to allow payment from 1 April 2010.

### **Cabinet Secretary Approval**

10. 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**

11. NHS Boards and Special Health Boards should ensure that the new rates are paid from 1 April 2009.

**Enquiries**

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

13. 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).

Yours sincerely

**JACQUI JONES**

Acting Deputy Director for Health Workforce  
Employment and Retention

**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 16 February 2009 – PCS(AFC)2009/2 – in respect of salary scales and allowances 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<sup>st</sup> April 2009.

**JACQUI JONES**

Acting Deputy Director for Health Workforce  
Employment and Retention  
Scottish Government  
Health Directorates  
St Andrew's House  
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16 February 2009

Pay Bands and Pay Points on Second and Third Pay Spines from 1 April 2009

Point	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Band 9	
								Range A	Range B	Range C	Range D
1	13,233	13,233									
2	13,588	13,588									
3	13,944	13,944									
4		14,359									
5		14,774									
6		15,190	15,190								
7		15,725	15,725								
8		16,333	16,333								
9			16,698								
10			17,184								
11			17,732	17,732							
12			18,157	18,157							
13				18,826							
14				19,495							
15				20,102							
16				20,710	20,710						
17				21,318	21,318						
18					22,152						
19					23,019						
20					23,345						
21					24,013						
22					24,831	24,831					
23					25,829	25,829					
24					26,839	26,839					
25						27,844					
26						28,816					
27						29,789	29,789				
28						30,762	30,762				
29						31,856	31,856				
30						33,436	33,436				
31							34,410				
32							35,504				
33							36,719				
34							37,996	37,996			
35							39,273	39,273			
36							40,853				
37							42,434				
38							44,258	44,258			
39							45,596	45,596			
40								47,905			
41								50,580			
42								53,256	53,256		
43								54,714	54,714		
44									57,146		
45									59,821		
46									63,833	63,833	
47									65,657	65,657	
48										68,393	
49										71,736	
50										75,383	75,383
51										79,031	79,031
52											82,824
53											86,800
54											90,967
55											95,333
56											



