

**The Scottish Government**  
Health Workforce Directorate  
Employment and Retention 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 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. The uprated pay bands which will apply from 1 April 2010 are set out in the Annex to this circular.

### **Changes from 1 April 2010**

2. National salary scales will increase by 2.25% from 1 April 2010.
3. Pay points 1-12 will receive a flat rate increase of £420.
4. The length of band 5 has been reduced from nine to eight pay points by deleting the middle pay point (the former pay point 20). The incremental date of staff on the removed point will be changed to 1 April. A technical guidance note is included below.
5. The value of the new point 23 has been increased by an additional 33% and pay points in band 5 and the first 3 points of band 6 have been re-spread.

26 February 2010

### **Addresses**

#### For action

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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### **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 £3,277 from 1 April, 2010.
7. The recruitment and retention premium payable to Healthcare Chaplains under the terms of Annex R, paragraph 15, shall increase by 2.25% from 1 April 2010.

### **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 2.25% from 1 April 2010.

### **Technical guidance notes**

9. The removal of the existing pay spine point 20 will reduce the number of pay spine points from 55 to 54. This therefore affects the numbering of all pay points from 20 to 54.
10. Staff on pay spine point 20 on 31 March 2010 will move to the new pay spine point 20 on 1 April 2010 and will have a new incremental date of 1 April 2011. Staff on pay spine point 21 and above on 31 March 2010 will have their pay spine point re-numbered in accordance with the above paragraph but will retain their existing incremental date where applicable and will progress to the next pay point on their normal incremental date.
11. 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. They may therefore differ slightly from figures calculated by applying an uplift to 2009/10 figures.

### **Cabinet Secretary Approval**

12. 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**

13. NHS Boards and Special Health Boards should ensure that the new rates are paid from 1 April 2010.

**Enquiries**

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

15. 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).

16. 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.paymodernisation.scot.nhs.uk](http://www.paymodernisation.scot.nhs.uk).

Yours sincerely

**JOHN NICHOLLS**  
Deputy Director  
Health Workforce Directorate

**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 26 February 2010 – PCS(AFC)2010/2 – 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 2010.

**JOHN NICHOLLS**  
Deputy Director  
Health Workforce Directorate  
Scottish Government  
St Andrew's House  
EDINBURGH  
EH1 3DG  
26 February 2010

## Pay Bands and Pay Points on Second Pay Spine from 1 April 2010

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	13,653	13,653										
2	14,008	14,008										
3	14,364	14,364										
4		14,779										
5		15,194										
6		15,610	15,610									
7		16,145	16,145									
8		16,753	16,753									
9			17,118									
10			17,604									
11			18,152	18,152								
12			18,577	18,577								
13				19,250								
14				19,933								
15				20,554								
16				21,176	21,176							
17				21,798	21,798							
18					22,663							
19					23,563							
20					24,554							
21					25,472	25,472						
22					26,483	26,483						
23					27,534	27,534						
24						28,470						
25						29,464						
26						30,460	30,460					
27						31,454	31,454					
28						32,573	32,573					
29						34,189	34,189					
30							35,184					
31							36,303					
32							37,545					
33							38,851	38,851				
34							40,157	40,157				
35								41,772				
36								43,388				
37								45,254	45,254			
38								46,621	46,621			
39									48,983			
40									51,718			
41									54,454	54,454		
42									55,945	55,945		
43										58,431		
44										61,167		
45										65,270	65,270	
46										67,134	67,134	
47											69,932	
48											73,351	
49											77,079	77,079
50											80,810	80,810
51												84,688
52												88,753
53												93,014
54												97,478

Note: with effect from 1 April 2010 pay spine point 20 in pay band 5 has been removed. The incremental date of staff on the removed pay spine point (20) will change to 1 April. Staff on pay spine point 20 on 31 March 2010 will move to the new pay spine point 20 on 1 April 2010 and will have a new incremental date of 1 April 2011. Staff on pay spine point 21 and above on 31 March 2010 will have their pay spine point re-numbered but will retain their existing incremental date where applicable and will progress to the next pay spine point on their normal incremental date. Pay spine point 20 and all the following pay spine points have been renumbered and the total pay spine is reduced from 55 to 54 points.

