



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

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

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



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.

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

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

