

**The Scottish Government**

Directorate for Health Workforce and Performance  
Pay and Terms and Conditions of Service 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 staff covered by the Agenda for Change agreement. The pay bands which will apply from 1 April 2012 are set out in the Annex to this circular.

**Changes from 1 April 2012**

2. Pay points under £21,000 (i.e. pay points 1-15) will receive a flat rate increase of £250 (WTE).

**Scottish Living Wage**

3. Employers should note that spine point 1 on the Agenda for Change pay scale will be above the increased Scottish Living Wage rate for 2012/13 of £7.20 per hour. Following consultation, it has been agreed that, although available, spine point 1 will continue not to be used for 2012/13.

**Recruitment and Retention Premia: Transitional  
Protection Arrangements**

4. Employers are reminded of the arrangements set out in [PCS\(AFC\)2011/6](#) and [PCS\(AFC\)2011/7](#) about transitional protection arrangements following the removal of National Recruitment and Retention Premia. From 1 April 2012, payments are protected at 50% of their previous value.

2 May 2012

**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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## **Trainees**

5. Trainees currently receiving a fixed percentage of the top point of a specific salary band under the terms of Annex U of the Agenda for Change Handbook should receive:

(a) Bands 1 – 3 should have their salary increased to ensure that they receive the full £250 uplift (for example - Band 3 on 70% of max £19,077 = £13,353.90 + £75 uplift).

(b) Bands 4 and above should receive an additional £250 uplift where their salary is less than £21,000.

## **Cabinet Secretary Approval**

6. 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**

7. NHS Boards and Special Health Boards should ensure that the new rates are paid from 1 April 2012.

## **Enquiries**

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

9. 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)

10. 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

**JOHN COWIE**

Deputy Director

Directorate for Health Workforce and Performance

**The Scottish Government**

Directorate for Health Workforce and Performance  
Pay and Terms and Conditions of Service 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 2 May 2012 – PCS(AFC)2012/3 – 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 2012.

**JOHN NICHOLLS**

Deputy Director  
Directorate for Health Workforce  
and Performance  
Scottish Government  
St Andrew's House  
EDINBURGH  
EH1 3DG  
2 May 2012

## Pay Bands and Pay Points on Second Pay Spine from 1 April 2012

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	<del>14.153</del>	<del>14.153</del>										
2	14.508	14.508										
3	14.864	14.864										
4		15.279										
5		15.694										
6		16.110	16.110									
7		16.645	16.645									
8		17.253	17.253									
9			17.618									
10			18.104									
11			18.652	18.652								
12			19.077	19.077								
13				19.750								
14				20.433								
15				21.054								
16				21.176	21.176							
17				21.798	21.798							
18					22.676							
19					23.589							
20					24.554							
21					25.528	25.528						
22					26.556	26.556						
23					27.625	27.625						
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
50												80.810
51												84.688
52												88.753
53												93.014
54												97.478