

The Scottish Government

Directorate for Health Workforce, Leadership and Service Reform
NHS Pay and Conditions



Scottish Government
Riaghaltas na h-Alba
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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 from 1 April 2020.
2. 2020-21 is the last year of the three year pay deal agreed in 2018. The full deal was published in the Framework Agreement document which is available [here](#).
3. The intention of the deal was to simplify the Agenda for Change pay structure, remove the overlaps between pay Bands, shorten the journey to the top of the Band and put in place higher starting salaries for new entrants.
4. In year 3, all pay Bands have been separated in Scotland and Bands 2, 3, 4, 8a, 8b, 8c, 8d and 9 are effectively in their final revised form.
5. Because Bands 5, 6 and 7 were longer in the original pay matrix, these will take a further year to transition and will not reach their final form until 1 April 2021. This is explained in the [Framework Agreement](#) and further clarification is contained in Annexes B and C of this circular.
6. The three year pay deal covering 1 April 2018 to 31 March 2021 provides a cumulative 9% uplift for staff at the top of their Band earning up to £80,000. The cumulative figure is made up of 3% in 2018-19, 2.8% in 2019-20 and 2.95% in 2020-21. From 1 April this year, therefore, the top of all Bands up to £80,000 will increase by 2.95%. Staff at the top of their Band earning £80,000 and above will receive a flat rate £1,600 uplift.

4 March 2020

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

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7. A full list of the rates to be applied under the terms of the deal from 1 April 2020 are set out in Annex A. It should be borne in mind that the 2.95% / £1,600 uplift only applies at the top of the Band. For staff not yet at the top of their Band, the cost of living uplift will vary depending where they are on their individual pay journey. Further information on this is contained in Annex B.

Correction to Annex C of the Framework Agreement

8. The [Framework Agreement](#) specifies that Band 2 will consist of two pay points from 2020-21 onwards. It further specifies that new starts on Band 2 will spend 2 years on the first pay point before moving to the top. This being the case, the bottom two squares on the Band 2 section of the 2020/21 column of Annex C of the [Framework Agreement](#) should be the same rate. However, this was mistakenly presented initially with only one square at the bottom rate. This oversight has now been corrected. See Annex B of this circular for further information.

Scottish Living Wage

9. NHS Scotland is a Living Wage employer and, as such, the lowest available wage of £18,478 translates into an hourly rate of £9.45 per hour, which is above the Scottish Living Wage rate of £9.30 per hour.

On-Call Availability Allowance

10. In line with paragraph 7.2 of [PCS\(AFC\)2015/3](#), the On-Call Availability Allowance is increased by 2.95% to £20.22, per session.

Pay Protection

11. Staff on organisational change pay protection as at 31 March 2020 who are at the top of their Band and earning less than £80,000 should have their protected earnings level increased by 2.95%. Staff at the top of their pay Band earning more than £80,000 should have their protected earnings level increased by their appropriate pay uplift percentage. All other staff on organisational change protection should have their protected earnings level increased by the appropriate pay uplift percentage for their place on the scale.

Recruitment and Retention Premia (RRP)

12. Any RRP's which increase in line with pay uplifts should be increased by 2.95%.

Transitional Structure

13. In order to facilitate movement from the previous approach to the agreed revised approach, Annex C of the [Framework Agreement](#) uses the incremental structure in place in 2017-18 throughout the transitional period, showing the deletion of individual pay points by setting two or more increments at the same level. This then creates a matrix where movement to the right represents the 1 April pay uplift and movement downwards represents the staff member's incremental progression. For example, someone who started on Band 3 on 5 June 2017 would move through the transition as follows:

Band 3				
Increment	2017-18	2018-19	2019-20	2020-21
1	£17,760	£18,292	£19,945	£20,700
2	£18,295	£18,843	£19,945	£20,700
3	£18,903	£19,470	£19,945	£22,594
4	£19,268	£19,846	£19,945	£22,594
5	£19,754	£20,347	£20,449	£22,594
6	£20,302	£20,911	£21,016	£22,594
7	£20,727	£21,349	£21,947	£22,594

14. Annex D of the [Framework Agreement](#) shows these individual pay journeys on one row. For instance, the journey above is set out as follows:

Band 3	2017/18	2018/19 1 April 2018	2018/19 Increment 5 June 2018	2019/20 1 April 2019	2019/20 Increment 5 June 2019	2020/21 1 April 2020
	£17,760	£18,292	£18,843	£19,945	£19,945	£22,594

15. It should be noted that all staff keep their incremental date through the transition period. However, where staff benefit from the deletion of an individual pay point, they receive their entire yearly uplift on 1 April. In the example above, for instance, the staff member moved to £19,945 on 1 April 2019. They did not receive a further pay uplift on their incremental date (5 June), although they did move down one step as part of their overall journey across the matrix. This then allows them to move across one square on 1 April 2020, onto what is now the top pay point of Band 3, £22,594.

16. Continuing to use the original pay structure and incremental dates over the transitional period will allow payroll departments to keep track of all pay journeys across the matrix, which will be particularly important in avoiding leapfrogging where individual pay points are being deleted. For instance, a Band 3 who started in the service on 20 July 2015 and was therefore in the third year of their career in 2017-18 would have a pay journey as follows:

Band 3				
Increment	2017-18	2018-19	2019-20	2020-21
1	£17,760	£18,292	£19,945	£20,700
2	£18,295	£18,843	£19,945	£20,700
3	£18,903	£19,470	£19,945	£22,594
4	£19,268	£19,846	£19,945	£22,594
5	£19,754	£20,347	£20,449	£22,594
6	£20,302	£20,911	£21,016	£22,594
7	£20,727	£21,349	£21,947	£22,594

17. On 1 April 2019, this staff member moved on to £19,945, like their colleague in the first example. However, because this individual had not benefitted from the deletion of an individual pay point in 2019, they received an increase in pay on their incremental date (20 July 2019), moving down one square to £20,449 at that point. On 1 April 2020 they then move across one square to £22,594, which is the top of the Band.

New Starts

18. New starts in a given year normally join the bottom of their pay Band and follow the same step pattern as their colleagues.

19. Under the new progression approach set out in Annex B of the [Framework Agreement](#), staff spend a set number of years on specific points as they move up their pay scale. For instance, Band 3 will consist of 2 points from 2020-21 onwards and staff starting on the Band will spend 2 years on the first point before moving to the top point.

20. The pay matrix is structured in such a way that it merges with the agreed new approach to progression and prevents leapfrogging. For instance, a Band 3 who took up post on 19 August 2019 would have a pay journey as follows:

Band 3			
Increment on Scale	2019-20	2020-21	2021-22
1	£19,945	£20,700	First Point
2	£19,945	£20,700	First Point
3	£19,945	£22,594	Top Point
4	£19,945	£22,594	Top Point
5	£20,449	£22,594	Top Point
6	£21,016	£22,594	Top Point
7	£21,947	£22,594	Top Point

21. They would start on £19,945 before moving to £20,700 on 1 April 2020. They will move down a square on the matrix on their incremental date (19 August 2020), although this will not result in an increase in pay. On 1 April 2021 they will move on to whatever the first point of Band 3 is in 2021-22 (the pay settlement for 2021-22 has not yet been agreed so it is not possible to specify what this will be), before moving on to the new top point of the Band on 19 August 2021 i.e. 2 years after taking up post as per Annex B of the [Framework Agreement](#).

Preceptorship

22. The facility of offering preceptorship to new recruits in Band 5 is being discontinued on 31 March 2020 and will not be applied from 1 April 2020 onwards. See Annex B, Q4 for more information on this.

Promotion

23. The provisions currently set out at 6.35 of the Agenda for Change Handbook will continue to apply where staff secure promotion. Given that all overlaps between pay bands have now been removed, however, staff will generally move on to the minimum point of their new scale.

Cabinet Secretary Approval

24. 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

25. NHS Boards and Special Health Boards should ensure that the new rates are paid from 1 April 2020.

Enquiries

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

27. Employers should make their own arrangements for obtaining additional copies of this circular, which can be viewed at:

www.sehd.scot.nhs.uk

28. 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

A handwritten signature in black ink, reading 'Shirley Rogers'.

SHIRLEY ROGERS

NHS Scotland Chief People Officer &

Director of Workforce, Leadership, Reform and EU Withdrawal Preparation



**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 4 March 2020 – PCS(AFC)2020/1 – 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.

The approval has effect from 1 April 2020.

SHIRLEY ROGERS

Director
NHS Scotland Chief People Officer &
Director of Workforce, Leadership, Reform and
EU Withdrawal Preparation
Scottish Government
St Andrew's House
EDINBURGH
EH1 3DG
4 March 2020

Pay Bands and Pay Points on Second Pay Spine from 1 April 2020

In order to put the 1 April 2020 pay rates in context, the table below sets out the pay rates for the entire transitional period. As per the transitional arrangements outlined in paragraph 13 to 21 of this circular, staff will move right on to their new pay rate on 1 April 2020 and down onto the next square of the matrix on their incremental date. However, movement down on the matrix will not lead to a further increase in pay where a unique pay point is being deleted as part of the agreed restructuring of the Agenda for Change pay system or where the staff member has moved on to the highest point on their Band. Where this is the case, staff receive their entire yearly uplift on 1 April.

Band 1	Increment	2018-19 Rates	2019-20 Rates	2020-21 Rates
	1	£17,460	£17,949	£18,478

Band 2	Increment	2018-19 Rates	2019-20 Rates	2020-21 Rates
	1	£17,460	£18,383	£18,600
	2	£17,460	£18,383	£18,600
	3	£17,865	£18,383	£20,606
	4	£18,292	£18,383	£20,606
	5	£18,843	£18,937	£20,606
	6	£19,470	£20,015	£20,606

Band 3	Increment	2018-19 Rates	2019-20 Rates	2020-21 Rates
	1	£18,292	£19,945	£20,700
	2	£18,843	£19,945	£20,700
	3	£19,470	£19,945	£22,594
	4	£19,846	£19,945	£22,594
	5	£20,347	£20,449	£22,594
	6	£20,911	£21,016	£22,594
	7	£21,349	£21,947	£22,594

Band 4	Increment	2018-19 Rates	2019-20 Rates	2020-21 Rates
	1	£20,911	£22,152	£22,700
	2	£21,349	£22,152	£22,700
	3	£22,042	£22,152	£22,700
	4	£22,746	£22,860	£24,973
	5	£22,982	£23,097	£24,973
	6	£23,113	£23,229	£24,973
	7	£23,597	£24,258	£24,973

Band 5	Increment	2018-19 Rates	2019-20 Rates	2020-21 Rates
	1	£23,113	£24,670	£25,100
	2	£23,597	£24,670	£25,100
	3	£24,547	£24,670	£26,970
	4	£25,536	£26,713	£26,970
	5	£26,580	£26,713	£27,912
	6	£27,635	£27,773	£27,912
	7	£28,748	£28,892	£31,649
	8	£29,905	£30,742	£31,649

Band 6	Increment	2018-19 Rates	2019-20 Rates	2020-21 Rates
	1	£28,050	£30,401	£31,800
	2	£28,748	£30,401	£31,800
	3	£29,905	£30,401	£33,305
	4	£30,820	£33,139	£33,305
	5	£31,896	£33,139	£33,305
	6	£32,974	£33,139	£34,391
	7	£34,050	£34,220	£34,391
	8	£35,261	£35,437	£39,169
	9	£37,010	£38,046	£39,169

Band 7	Increment	2018-19 Rates	2019-20 Rates	2020-21 Rates
	1	£33,222	£37,570	£39,300
	2	£34,050	£37,570	£39,300
	3	£35,261	£37,570	£40,894
	4	£37,010	£37,570	£40,894
	5	£38,088	£39,495	£40,894
	6	£39,299	£39,495	£41,723
	7	£40,644	£40,847	£41,723
	8	£42,058	£42,268	£46,006
	9	£43,471	£44,688	£46,006

Band 8A	Increment	2018-19 Rates	2019-20 Rates	2020-21 Rates
	1	£42,414	£45,446	£49,480
	2	£43,471	£45,446	£49,480
	3	£45,220	£45,446	£49,480
	4	£46,970	£47,205	£49,480
	5	£48,989	£49,234	£49,480
	6	£50,470	£51,883	£53,414

Band 8B	Increment	2018-19 Rates	2019-20 Rates	2020-21 Rates
	1	£49,242	£53,291	£59,539
	2	£50,470	£53,291	£59,539
	3	£53,026	£53,291	£59,539
	4	£55,987	£56,267	£59,539
	5	£58,948	£59,243	£59,539
	6	£60,563	£62,259	£64,095

Band 8C	Increment	2018-19 Rates	2019-20 Rates	2020-21 Rates
	1	£59,090	£63,570	£71,365
	2	£60,563	£63,570	£71,365
	3	£63,254	£63,570	£71,365
	4	£66,216	£66,547	£71,365
	5	£70,657	£71,010	£71,365
	6	£72,675	£74,710	£76,914

Band 8D	Increment	2018-19 Rates	2019-20 Rates	2020-21 Rates
	1	£70,657	£76,083	£85,811
	2	£72,675	£76,083	£85,811
	3	£75,704	£76,083	£85,811
	4	£79,405	£79,802	£85,811
	5	£82,611	£84,211	£85,811
	6	£86,532	£88,132	£89,732

Band 9	Increment	2018-19 Rates	2019-20 Rates	2020-21 Rates
	1	£84,507	£92,208	£102,558
	2	£86,532	£92,208	£102,558
	3	£90,608	£92,208	£102,558
	4	£94,880	£96,480	£102,558
	5	£99,358	£100,958	£102,558
	6	£104,050	£105,650	£107,250

Q&A ON 2020-21 AGENDA FOR CHANGE PAY SETTLEMENT AND TRANSITIONAL ARRANGEMENTS DURING THE 2018-19 TO 2020-21 PAY DEAL

Q.1 I had understood the 2020-21 pay rise was 2.95%. Why have I not received this on 1 April 2020?

A.1 The 2.95% pay rise for 2020-21 applies to the top pay point of each Band up to £80,000. Because the Bands are being re-structured and shortened, and increments are being set at the same salary level to facilitate that, the 1 April pay rise for staff still moving up their Band can vary greatly over the transitional period, depending on where that staff member is on their pay journey. Some uplifts on 1 April, for instance, will be larger than 2.95% because that employee is at a place on their pay journey where they are benefitting from individual pay points being deleted and set at the same salary level.

For example, a Band 5 on point 3 of the scale in 2019-20 (£24,670) will move on to £26,970 on 1 April 2020, which represents a 9.32% increase in pay. However, this immediate level of increase is because the salary on the 3rd increment of the scale is the same as the salary on the 4th increment of the scale, and therefore no further increase is due when they move down a square on their incremental date.

Band 5				
Increment	2019/20 Rates		2020/21 Rates	
1	£24,670		£25,100	
2	£24,670		£25,100	
3	£24,670	1 April 2020 pay rise (9.32%) →	£26,970	Movement down matrix on incremental date (0%) ↓
4	£26,713		£26,970	
5	£26,713		£27,912	
6	£27,773		£27,912	
7	£28,892		£31,649	
8	£30,742		£31,649	

Alternatively, a Band 5 on the 6th increment of the scale in 2019-20 (£27,773) will move to £27,912 on 1 April, a rise of only 0.5%. However, on their incremental date they will move on to £31,649, an increase of 9.54%.

Band 5				
Increment	2019/20 Rates		2020/21 Rates	
1	£24,670		£25,100	
2	£24,670		£25,100	
1	£24,670		£25,100	
2	£24,670		£25,100	
5	£26,713		£27,912	
6	£27,773	1 April 2020 pay rise (0.5%) →	£27,912	Movement down matrix on incremental date (9.54%) ↓
7	£28,892		£31,649	
8	£30,742		£31,649	

Q.2 But what if my incremental date is late in the financial year?

A.2 It is true that in the second example above, the further on in the financial year a staff member's incremental date falls, the less total benefit they will receive that year. This has always been the case but the differences in 1 April uplifts over the transitional period have heightened the effect. It is an unavoidable consequence of the restructuring but it is important to note that everyone is benefiting from the pay deal to one degree or another. In the second example above, for instance, even if the individual's incremental date is late in the year, they are still reaching the top of their Band a year earlier than they would have previously.

Q.3 What does the amendment to Annex D of the Framework Agreement mean?

A.3 The amendment corrects a mistake which would have resulted in Band 2 staff who started after 1 April 2018 leapfrogging their colleagues to the top of the Band and getting there earlier than the 2 years specified in the agreement. These staff have been paid correctly so far and the correction is simply to ensure that they are paid correctly in 2020-21. For the avoidance of doubt, these staffs' pay journeys are as follows:

Band 2 Staff Starting in 2018-19:

Movement Across Matrix			
Increment	2018/19 Rates	2019/20 Rates	2020/21 Rates
1	£17,460	£18,383	£18,600
2	£17,460	£18,383	£18,600
3	£17,865	£18,383	£20,606

Specific Pay Journey

2018-19 On taking up post	1 April 2019	Incremental date 2019-20	1 April 2020	Incremental date 2020-21
£17,460	£18,383	£18,383 ¹	£18,600	£20,606 ²

1. No increase because the bottom 2 increments of Band 2 have been set at the same salary level as part of the agreed restructuring.

2. Move to the top salary point on the Band on the second anniversary of appointment, as per Annex D of the [Framework Agreement](#).

Band 2 Staff Starting in 2019-20:

Movement Across Matrix			
Increment	2019/20 Rates	2020/21 Rates	2021-22 Rates ¹
1	£18,383	£18,600	First Point
2	£18,383	£18,600	First Point
3	£18,383	£20,606	Top Point

1. 2021-22 pay rates have not been agreed yet.

Specific Pay Journey

2019-20 On taking up post	1 April 2020	Incremental date 2020-21	1 April 2021	Incremental date 2021-22
£18,383	£18,600	£18,600 ¹	First Point	Top Point ²

1. No increase because the bottom 2 increments of Band 2 have been set at the same salary level as part of the agreed restructuring.

2. Move to the top salary point on the Band on the second anniversary of appointment, as per Annex D of the [Framework Agreement](#).

Q.4 Why has “preceptorship” been discontinued?

A.4 Preceptorship (the practice of accelerating the progression of new start Band 5s through the first two pay points in 6 monthly stages) was part of the original Agenda for Change agreement put in place in 2004. At the time, this was seen as a way to increase the attractiveness of key professional roles by rapidly increasing income in the first year.

Preceptorship was subsequently discontinued in NHS England in 2013, although it was retained in NHS Scotland. Under the new pay arrangements agreed for Agenda for Change staff in NHS Scotland, Band 5 staff will benefit from both increased starting salary and a shorter journey to the top of the Band. Preceptorship has therefore effectively been superseded by the new approach and Scottish Employers and Staff Side have agreed it should be discontinued from 1 April 2020 as part of the transition.

Band 5 staff who started before 1 April 2020 will continue to follow the preceptorship journey set out in paragraphs 15 to 18 of [PCS\(AFC\)2019/1](#). Band 5 staff who start from 1 April 2020 onwards should follow the same incremental pattern as all other new starts to the service i.e. advancing by one increment on the anniversary of the date they take up their post, as per para 1.11 of the Agenda for Change Handbook.

Q.5 I am still not clear what is happening to Agenda for Change pay Bands. Can you explain further?

A.5 Essentially, the number of years it will take staff to get to the top salary of Bands 2 to 7 is being shortened. Band 1 will remain as a spot salary for those staff who have decided to stay in Band 1 roles following the 2016 review. The number of years it will take to get to the top salary of Bands 8a to 9 will remain the same.

Unlike the previous system, where staff moved up a unique pay point each year, staff will typically spend multiple years on the same pay point before moving on to the next point. The length of time it will now take staff to reach the top of their band and how long staff will spend on each point are set out in tables at paragraph 10 and Annex B of the [Framework Agreement](#) respectively. Those tables are reproduced below for ease of reference.

Number of years to top of old pay scales and under new system:

	Old system	New system
Band 1	Single Point	Single Point
Band 2	5 years	2 years
Band 3	6 years	2 years
Band 4	6 years	3 years
Band 5	7 years	4 years
Band 6	8 years	5 years
Band 7	8 years	5 years
Band 8a	5 years	5 years
Band 8b	5 years	5 years
Band 8c	5 years	5 years
Band 8d	5 years	5 years
Band 9	5 years	5 years

Number of years spent on each point on each Band under new system:

Starting Pay	Intermediate Point			Max		
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Band 1	Spot point for those who have stayed on Band					
Band 2	Point 1		Point 2			
Band 3	Point 1		Point 2			
Band 4	Point 1			Point 2		
Band 5	Point 1		Point 2		Point 3	
Band 6	Point 1		Point 2			Point 3
Band 7	Point 1		Point 2			Point 3
Band 8A	Point 1					Point 2
Band 8B	Point 1					Point 2
Band 8C	Point 1					Point 2
Band 8D	Point 1					Point 2
Band 9	Point 1					Point 2

A more detailed explanation of the changes being made to each Band is attached as **Annex C**.

Q.6 So if I now have to spend 2 or 3 years on the same point on the Band, does that mean I will not get a pay rise over that time?


A.6 No. It is important to stress that although staff will stay on the same point for multiple years, they will continue to receive yearly cost of living rises on 1 April.


Q.7 What does this mean for my incremental date?

A.7 Staff's incremental date remains the anniversary of their entry into that pay Band. So for a new Band 6, for instance, who enters the service for the first time on 15 May 2020, they will move on to point 2 of their scale on 15 May 2022 (i.e. two years after taking up post), and then on to point 3 on 15 May 2025 (three years after moving to point 2 and 5 years after taking up post). Point 3 is the top point of the new Band.

This section portrays how each Band is being restructured over the transitional period. Band 1 remains a spot salary as it was in 2017-18, but the pay journey is presented below for completeness. All other Bands are being reformed. Bands 2, 3, 4, 8A, 8B, 8C, 8D and 9, are restructured over 3 years and reach their final form in 2020-21. Bands 5, 6 and 7 are restructured over 4 years and reach their final form in 2021-22.

For simplicity, these tables reflect the situation of staff who join a Band at the bottom of that Band. It is acknowledged that where staff secured promotion under the old system of overlapping Bands, they may have started higher up the Band meaning that their actual years of experience would not match the “Years of Experience” column in the illustration.

How Band 1 salary increases during the deal								
	2017-18		2018-19		2019-20		2020-21	
	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	£16,532	All	£17,460	All	£17,949	All	£18,478	All
								

How Band 2 is being restructured as a result of the deal										
	2017-18		2018-19		2019-20		2020-21			
	Original structure		First year of pay deal and beginning of structural transition		Second year of pay deal. Structural transition continues		Third year of pay deal. Last year of structural transion. Band now In final form			
	6 unique pay points		5 unique pay points		3 unique pay points		2 unique pay points			
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE		
	£16,532	< 1 year	£17,460	< 1 year - 2 years	£18,383	< 1 year - 4 years	£18,600	< 1 year - 2 years		
	£16,929	1 - 2 years		2 - 3 years			£20,606	Over 2 years		
	£17,344	2 - 3 years	£17,865	2 - 3 years		£18,937				
	£17,760	3 - 4 years	£18,292	3 - 4 years						
	£18,295	4 - 5 years	£18,843	4 - 5 years	£18,937	4 - 5 years				
	£18,903	Over 6 years	£19,470	Over 6 years	£20,015	Over 6 years				
										



How Band 3 is being restructured as a result of the deal

	2017-18		2018-19		2019-20		2020-21	
	Original structure		First year of pay deal but no change to Band structure		Second year of pay deal and beginning of structural transition		Third year of pay deal. Last year of structural transition. Band now in final form	
	7 unique pay points		7 unique pay points		5 unique pay points		2 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	£17,760	< 1 year	£18,292	< 1 year	£19,945	< 1 year - 4 years	£20,700	< 1 year - 2 years
	£18,295	1 - 2 years	£18,843	1 - 2 years			£22,594	Over 2 years
	£18,903	2 - 3 years	£19,470	2 - 3 years				
	£19,268	3 - 4 years	£19,846	3 - 4 years				
	£19,754	4 - 5 years	£20,347	4 - 5 years	£20,449	4 - 5 years		
	£20,302	5 - 6 years	£20,911	5 - 6 years	£21,016	5 - 6 years		
	£20,727	Over 6 years	£21,349	Over 6 years	£21,947	Over 6 years		



INVESTOR IN PEOPLE




How Band 4 is being restructured as a result of the deal

	2017-18		2018-19		2019-20		2020-21	
	Original structure		First year of pay deal but no change to Band structure		Second year of pay deal and beginning of structural transition		Third year of pay deal. Last year of structural transition. Band now in final form	
	7 unique pay points		7 unique pay points		5 unique pay points		2 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	£20,302	< 1 year	£20,911	< 1 year	£22,152	< 1 year - 3 years	£22,700	< 1 year - 3 years
	£20,727	1 - 2 years	£21,349	1 - 2 years				
	£21,400	2 - 3 years	£22,042	2 - 3 years				
	£22,083	3 - 4 years	£22,746	3 - 4 years	£22,860	3 - 4 years	£24,973	Over 3 years
	£22,313	4 - 5 years	£22,982	4 - 5 years	£23,097	4 - 5 years		
	£22,440	5 - 6 years	£23,113	5 - 6 years	£23,229	5 - 6 years		
	£22,910	Over 6 years	£23,597	Over 6 years	£24,258	Over 6 years		




How Band 5 is being restructured as a result of the deal


	2017-18		2018-19		2019-20		2020-21		2021-22	
	Original structure		First year of pay deal but no change to Band Structure		Second year of pay deal and beginning of structural transition		Third year of pay deal. Structural transition continues		No pay deal agreed as yet. Last year of structural transition. Band now In final form	
	8 unique pay points		8 unique pay points		5 unique pay points		4 unique pay points		3 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	£22,440	< 1 year	£23,113	< 1 year	£24,670	< 1 year - 3 years	£25,100	< 1 year - 2 years	First point	< 1 year - 2 years
	£22,910	1 - 2 years	£23,597	1 - 2 years			£26,970	2 - 4 years	Second point	2 - 4 years
	£23,832	2 - 3 years	£24,547	2 - 3 years	£26,713	3 - 5 years			Top point	Over 4 years
	£24,793	3 - 4 years	£25,536	3 - 4 years			£27,912	4 - 6 years		
	£25,806	4 - 5 years	£26,580	4 - 5 years	£31,649	Over 6 years				
	£26,830	5 - 6 years	£27,635	5 - 6 years			£27,773	5 - 6 years		
	£27,911	6 - 7 years	£28,748	6 - 7 years	£28,892	6 - 7 years				
	£29,032	Over 7 years	£29,905	Over 7 years	£30,742	Over 7 years				
										

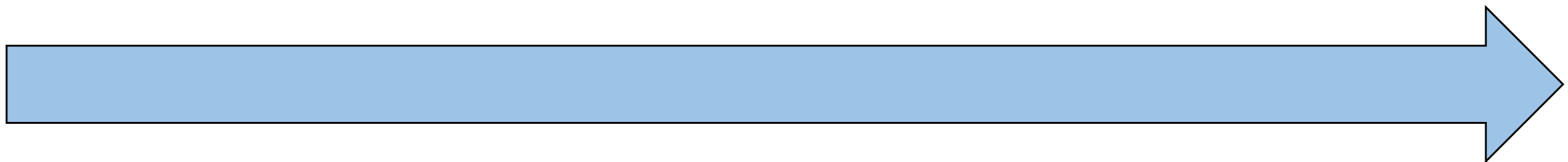


How Band 6 is being restructured as a result of the deal


	2017-18		2018-19		2019-20		2020-21		2021-22	
	Original structure		First year of deal but no change to Band structure		Second year of deal and beginning of structural transition		Third year of deal. Structural transition continues		No pay deal agreed as yet. Last year of structural transion. Band now In final form	
	9 unique pay points		9 unique pay points		5 unique pay points		4 unique pay points		3 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	£26,830	< 1 year	£28,050	< 1 year	£30,401	< 1 year - 3 years	£31,800	< 1 year - 2 years	First point	< 1 year - 2 years
	£27,911	1 - 2 years	£28,748	1 - 2 years			£33,305	2 - 5 years	Second point	2 - 5 years
	£29,034	2 - 3 years	£29,905	2 - 3 years						
	£29,923	3 - 4 years	£30,820	3 - 4 years	£33,139	3 - 6 years				
	£30,967	4 - 5 years	£31,896	4 - 5 years			£34,220	6 - 7 years		
	£32,013	5 - 6 years	£32,974	5 - 6 years	£35,437	7 - 8 years				
	£33,058	6 - 7 years	£34,050	6 - 7 years			£38,046	Over 8 years		
	£34,234	7 - 8 years	£35,261	7 - 8 years						
£35,933	Over 8 years	£37,010	Over 8 years							
										

How Band 7 is being restructured as a result of the deal

	2017-18		2018-19		2019-20		2020-21		2021-22	
	Original structure		First year of deal but no change to Band structure		Second year of deal and beginning of structural transition		Third year of deal. Structural transition continues		No pay deal agreed as yet. Last year of structural transition. Band now In final form	
	9 unique pay points		9 unique pay points		5 unique pay points		4 unique pay points		3 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	£32,013	< 1 year	£33,222	< 1 year	£37,570	< 1 year - 4 years	£39,300	< 1 year - 2 years	First point	< 1 year - 2 years
	£33,058	1 - 2 years	£34,050	1 - 2 years			£40,894	2 - 5 years	Second point	2 - 5 years
	£34,234	2 - 3 years	£35,261	2 - 3 years						
	£35,933	3 - 4 years	£37,010	3 - 4 years	£39,495	4 - 6 years	£41,723	5 - 7 years	Top point	Over 5 years
	£36,979	4 - 5 years	£38,088	4 - 5 years						
	£38,155	5 - 6 years	£39,299	5 - 6 years	£40,847	6 - 7 years				
	£39,461	6 - 7 years	£40,644	6 - 7 years	£42,268	7 - 8 years				
	£40,833	7 - 8 years	£42,058	7 - 8 years	£44,688	Over 8 years				
£42,205	Over 8 years	£43,471	Over 8 years							
										




How Band 8A is being restructured as a result of the deal


	2017-18		2018-19		2019-20		2020-21	
	Original structure		First year of deal but no change to Band structure		Second year of deal and beginning of structural transition		Third year of deal. Last year of structural transion. Band now in final form	
	6 unique pay points		6 unique pay points		4 unique pay points		2 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	£40,833	< 1 year	£42,414	< 1 year	£45,446	< 1 year - 3 years	£49,480	< 1 year - 5 years
	£42,205	1 - 2 years	£43,471	1 - 2 years				
	£43,903	2 - 3 years	£45,220	2 - 3 years	£47,205	3 - 4 years		
	£45,602	3 - 4 years	£46,970	3 - 4 years		£49,234		
	£47,562	4 - 5 years	£48,989	4 - 5 years	£51,883	Over 5 years		
	£49,000	Over 5 years	£50,470	Over 5 years				
								




How Band 8B is being restructured as a result of the deal

	2017-18		2018-19		2019-20		2020-21	
	Original structure		First year of deal but no change to Band structure		Second year of deal and beginning of structural transition		Third year of deal. Last year of structural transion. Band now In final form	
	6 unique pay points		6 unique pay points		4 unique pay points		2 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	£47,562	< 1 year	£49,242	< 1 year	£53,291	< 1 year - 3 years	£59,539	< 1 year - 5 years
	£49,000	1 - 2 years	£50,470	1 - 2 years				
	£51,482	2 - 3 years	£53,026	2 - 3 years				
	£54,356	3 - 4 years	£55,987	3 - 4 years	£56,267	3 - 4 years		
	£57,232	4 - 5 years	£58,948	4 - 5 years	£59,243	4 - 5 years		
	£58,799	Over 5 years	£60,563	Over 5 years	£62,259	Over 5 years	£64,095	Over 5 years
								

How Band 8C is being restructured as a result of the deal

	2017-18		2018-19		2019-20		2020-21	
	Original structure		First year of deal but no change to Band structure		Second year of deal and beginning of structural transition		Third year of deal. Last year of structural transition. Band now in final form	
	6 unique pay points		6 unique pay points		4 unique pay points		2 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	£57,323	< 1 year	£59,090	< 1 year	£63,570	< 1 year - 3 years	£71,365	< 1 year - 5 years
	£58,799	1 - 2 years	£60,563	1 - 2 years				
	£61,412	2 - 3 years	£63,254	2 - 3 years	£66,547	3 - 4 years		
	£64,287	3 - 4 years	£66,216	3 - 4 years	£71,010	4 - 5 years		
	£68,599	4 - 5 years	£70,657	4 - 5 years	£74,710	Over 5 years		
	£70,559	Over 5 years	£72,675	Over 5 years			£76,914	Over 5 years
								

How Band 8D is being restructured as a result of the deal

	2017-18		2018-19		2019-20		2020-21	
	Original structure		First year of deal but no change to Band structure		Second year of deal and beginning of structural transition		Third year of deal. Last year of structural transion. Band now in final form	
	6 unique pay points		6 unique pay points		4 unique pay points		2 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	£68,599	< 1 year	£70,657	< 1 year	£76,083	< 1 year - 3 years	£85,811	< 1 year - 5 years
	£70,559	1 - 2 years	£72,675	1 - 2 years				
	£73,499	2 - 3 years	£75,704	2 - 3 years	£79,802	3 - 4 years		
	£77,092	3 - 4 years	£79,405	3 - 4 years		£84,211		
	£81,011	4 - 5 years	£82,611	4 - 5 years	£88,132	Over 5 years		
	£84,932	Over 5 years	£86,532	Over 5 years			£89,732	Over 5 years
								

How Band 9 is being restructured as a result of the deal

	2017-18		2018-19		2019-20		2020-21	
	Original structure		First year of deal but no change to Band structure		Second year of deal and beginning of structural transition		Third year of deal. Last year of structural transion. Band now In final form	
	6 unique pay points		6 unique pay points		4 unique pay points		2 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	£81,011	< 1 year	£84,507	< 1 year	£92,208	< 1 year - 3 years	£102,558	< 1 year - 5 years
	£84,932	1 - 2 years	£86,532	1 - 2 years				
	£89,008	2 - 3 years	£90,608	2 - 3 years				
	£93,280	3 - 4 years	£94,880	3 - 4 years	£96,480	3 - 4 years		
	£97,758	4 - 5 years	£99,358	4 - 5 years	£100,958	4 - 5 years		
	£102,450	Over 5 years	£104,050	Over 5 years	£105,650	Over 5 years	£107,250	Over 5 years
	