



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 (AfC) agreement for 2022-23.
2. The 2022-23 Agenda for Change pay uplift will be effective from the 1 April 2022.
3. The full settlement is as follows:
  - A flat cash uplift of £2,205 for pay Bands 1, 2, 3, 4, 8B, 8C, 8D and 9.
  - A series of escalating flat cash uplifts covering Bands 5, 6 and 7. Specifically:
    - £2,280 for points 1 and 2 of Band 5.
    - £2,450 for the top point of Band 5 and points 1 and 2 of Band 6.
    - £2,550 for the top point of Band 6 and points 1 and 2 of Band 7.
    - £2,660 for the top point of Band 7.
  - A 5% uplift for Band 8A.
4. The above represents an overall average uplift of 7.5%.
5. This will ensure that all of Scotland's Agenda for Change staff remain better paid than their counterparts elsewhere in the UK.

### **Revised Pay Rates**

6. **Annex A** sets out the revised 2022-23 pay rates in full and **Annex B** sets these in the context of individual pay journeys.

23 December 2022

### **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](mailto:hwfpaytermsandconditions@gov.scot)

## **Scottish Living Wage**

7. NHS Scotland is a Living Wage employer and, as such, the lowest available salary of £21,692 translates into an hourly rate of £11.09 per hour, which is above the Scottish Living Wage rate of £10.90 per hour.

## **On-Call Availability Allowance**

8. In line with paragraph 7.2 of [PCS\(AFC\)2015/3](#), the On-Call Availability Allowance is increased by 7.5% to £22.60 per session from 1 April 2022.

## **Pay Protection**

9. Staff on organisational change pay protection as at 1 April 2022 should have their protected earnings levels increased by the appropriate pay uplift flat rate / percentage for their place on the scale.

10. 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)**

11. Any RRP's which increase in line with pay uplifts should be increased by 7.5% from 1 April 2022.

## **Cabinet Secretary Approval**

12. 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**

13. NHS Boards and Special Health Boards should ensure that the new rates are paid from 1 April 2022.

## **Enquiries**

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

15. This circular can be found online 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.msg.scot.nhs.uk](http://www.msg.scot.nhs.uk)

Yours sincerely

A handwritten signature in black ink, appearing to read 'Laura Zeballos', with a stylized, flowing script.

**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 23 December 2022 – PCS(AFC)2022/3 – 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.

A handwritten signature in black ink, appearing to read 'Laura Zeballos'.

**LAURA ZEBALLOS**

Deputy Director

Health Workforce: Pay, Practice and  
Partnership Division

23 December 2022

## NHS SCOTLAND AGENDA FOR CHANGE PAY RATES AS AT 1 APRIL 2022

Band	Points	2021/22 Rates	2022/23 Rates	% uplift	£ uplift
Band 1	1	£19,487	£21,692	11.32%	£2,205
Band 2	1	£19,609	£21,814	11.24%	£2,205
	2	£21,615	£23,820	10.20%	£2,205
Band 3	1	£21,709	£23,914	10.16%	£2,205
	2	£23,603	£25,808	9.34%	£2,205
Band 4	1	£23,709	£25,914	9.30%	£2,205
	2	£25,982	£28,187	8.49%	£2,205
Band 5	1	£26,104	£28,384	8.73%	£2,280
	2	£28,049	£30,329	8.13%	£2,280
	3	£32,915	£35,365	7.44%	£2,450
Band 6	1	£33,072	£35,522	7.41%	£2,450
	2	£34,637	£37,087	7.07%	£2,450
	3	£40,736	£43,286	6.26%	£2,550
Band 7	1	£40,872	£43,422	6.24%	£2,550
	2	£42,530	£45,080	6.00%	£2,550
	3	£47,846	£50,506	5.56%	£2,660
Band 8A	1	£50,965	£53,513	5.00%	£2,548
	2	£55,016	£57,767	5.00%	£2,751
Band 8B	1	£61,325	£63,530	3.60%	£2,205
	2	£66,018	£68,223	3.34%	£2,205
Band 8C	1	£73,506	£75,711	3.00%	£2,205
	2	£79,221	£81,426	2.78%	£2,205
Band 8D	1	£88,385	£90,590	2.49%	£2,205
	2	£92,424	£94,629	2.39%	£2,205
Band 9	1	£105,635	£107,840	2.09%	£2,205
	2	£110,468	£112,673	2.00%	£2,205

## FULL NHS SCOTLAND AGENDA FOR CHANGE PAY RATES AS AT 1 APRIL 2022

Band 1	Increment	2021/22 Rates	2022/23 Rates
	1	<b>£19,487</b>	<b>£21,692</b>

Band 2	Increment	2021/22 Rates	2022/23 Rates
	1	£19,609	<b>£21,814</b>
	2	£19,609	<b>£21,814</b>
	3	£21,615	<b>£23,820</b>
	4	£21,615	<b>£23,820</b>
	5	£21,615	<b>£23,820</b>
	6	£21,615	<b>£23,820</b>

Band 3	Increment	2021/22 Rates	2022/23 Rates
	1	£21,709	<b>£23,914</b>
	2	£21,709	<b>£23,914</b>
	3	£23,603	<b>£25,808</b>
	4	£23,603	<b>£25,808</b>
	5	£23,603	<b>£25,808</b>
	6	£23,603	<b>£25,808</b>
	7	£23,603	<b>£25,808</b>

Band 4	Increment	2021/22 Rates	2022/23 Rates
	1	£23,709	<b>£25,914</b>
	2	£23,709	<b>£25,914</b>
	3	£23,709	<b>£25,914</b>
	4	£25,982	<b>£28,187</b>
	5	£25,982	<b>£28,187</b>
	6	£25,982	<b>£28,187</b>
	7	£25,982	<b>£28,187</b>

Band 5	Increment	2021/22 Rates	2022/23 Rates
	1	£26,104	<b>£28,384</b>
	2	£26,104	<b>£28,384</b>
	3	£28,049	<b>£30,329</b>
	4	£28,049	<b>£30,329</b>
	5	£32,915	<b>£35,365</b>
	6	£32,915	<b>£35,365</b>
	7	£32,915	<b>£35,365</b>
	8	£32,915	<b>£35,365</b>

Band 6	Increment	2021/22 Rates	2022/23 Rates
	1	£33,072	<b>£35,522</b>
	2	£33,072	<b>£35,522</b>
	3	£34,637	<b>£37,087</b>
	4	£34,637	<b>£37,087</b>
	5	£34,637	<b>£37,087</b>
	6	£40,736	<b>£43,286</b>
	7	£40,736	<b>£43,286</b>
	8	£40,736	<b>£43,286</b>
	9	£40,736	<b>£43,286</b>

Band 7	Increment	2021/22 Rates	2022/23 Rates
	1	£40,872	<b>£43,422</b>
	2	£40,872	<b>£43,422</b>
	3	£42,530	<b>£45,080</b>
	4	£42,530	<b>£45,080</b>
	5	£42,530	<b>£45,080</b>
	6	£47,846	<b>£50,506</b>
	7	£47,846	<b>£50,506</b>
	8	£47,846	<b>£50,506</b>
	9	£47,846	<b>£50,506</b>

Band 8A	Increment	2021/22 Rates	2022/23 Rates
	1	£50,965	<b>£53,513</b>
	2	£50,965	<b>£53,513</b>
	3	£50,965	<b>£53,513</b>
	4	£50,965	<b>£53,513</b>
	5	£50,965	<b>£53,513</b>
	6	£55,016	<b>£57,767</b>

Band 8B	Increment	2021/22 Rates	2022/23 Rates
	1	£61,325	<b>£63,530</b>
	2	£61,325	<b>£63,530</b>
	3	£61,325	<b>£63,530</b>
	4	£61,325	<b>£63,530</b>
	5	£61,325	<b>£63,530</b>
	6	£66,018	<b>£68,223</b>

Band 8C	Increment	2021/22 Rates	2022/23 Rates
	1	£73,506	<b>£75,711</b>
	2	£73,506	<b>£75,711</b>
	3	£73,506	<b>£75,711</b>
	4	£73,506	<b>£75,711</b>
	5	£73,506	<b>£75,711</b>
	6	£79,221	<b>£81,426</b>

Band 8D	Increment	2021/22 Rates	2022/23 Rates
	1	£88,385	<b>£90,590</b>
	2	£88,385	<b>£90,590</b>
	3	£88,385	<b>£90,590</b>
	4	£88,385	<b>£90,590</b>
	5	£88,385	<b>£90,590</b>
	6	£92,424	<b>£94,629</b>



Band 9	Increment	2021/22 Rates	2022/23 Rates
	1	£105,635	<b>£107,840</b>
	2	£105,635	<b>£107,840</b>
	3	£105,635	<b>£107,840</b>
	4	£105,635	<b>£107,840</b>
	5	£105,635	<b>£107,840</b>
	6	£110,468	<b>£112,673</b>