

Single Year Pay Offer 2022/23 for NHS Agenda for Change Staff

1. The Scottish Government's aim is to deliver an agreed single year pay deal for NHS Scotland Agenda for Change staff for the financial year 1 April 2022 – 31 March 2023.
2. In order to achieve this, the Scottish Government has committed an overall financial envelope of £480m to uplift Agenda for Change pay rates.
3. Our aim is to ensure that we retain suitably experienced staff, and attract staff with the skills and experience needed to ensure NHS Scotland meets future demands and expectations. The offer is detailed below.
4. The available funding would enable a pay rise of 7% for NHS staff. This will be applied as a flat pay raise of £2205 for all AfC staff, which will result in pay raises of between 5.41 and 11.32% for the majority of AfC staff.
5. These uplifts would translate into the following 2022-23 pay points.

Band 1	£21,692	£2,205	11.32%	£11.09
Band 2	£21,814	£2,205	11.24%	£11.16
	£23,820	£2,205	10.20%	£12.18
Band 3	£23,914	£2,205	10.16%	£12.23
	£25,808	£2,205	9.34%	£13.20
Band 4	£25,914	£2,205	9.30%	£13.25
	£28,187	£2,205	8.49%	£14.42
Band 5	£28,309	£2,205	8.45%	£14.48
	£30,254	£2,205	7.86%	£15.47
	£35,120	£2,205	6.70%	£17.96
Band 6	£35,277	£2,205	6.67%	£18.04
	£36,842	£2,205	6.37%	£18.84
	£42,941	£2,205	5.41%	£21.96
Band 7	£43,077	£2,205	5.39%	£22.03
	£44,735	£2,205	5.18%	£22.88
	£50,051	£2,205	4.61%	£25.60
Band 8A	£53,170	£2,205	4.33%	£27.19
	£57,221	£2,205	4.01%	£29.27
Band 8B	£63,530	£2,205	3.60%	£32.49
	£68,223	£2,205	3.34%	£34.89
Band 8C	£75,711	£2,205	3.00%	£38.72
	£81,426	£2,205	2.78%	£41.64
Band 8D	£90,590	£2,205	2.49%	£46.33
	£94,629	£2,205	2.39%	£48.40
Band 9	£107,840	£2,205	2.09%	£55.15
	£112,673	£2,205	2.00%	£57.63

6. Allowances and RRP's which increase in line with pay uplifts will be updated as appropriate.
7. The pay uplift will also apply to the Two Tier Agreement.
8. In addition to the pay uplift, all parties have agreed:
 - A firm commitment to discuss and develop a Scotland wide process which achieves without prejudice, a review of the application of job profiles in clinical roles in Agenda for Change.
 - That the current temporary enhanced mileage in NHS Scotland will be maintained until the UK Staff Council review is concluded.
 - We will retain, on a permanent basis, the ability for AfC Band 8's and 9 to be paid overtime in line with local Board arrangements.

Non-Pay Matters

9. Staff Side also advised of a number of other non-pay matters they wish to see progressed. The Scottish Government remains committed to ensuring that existing terms and conditions are applied properly and consistently, and all parties have agreed that these will be discussed through STAC to ensure that terms and conditions are giving proper effect. The issues raised by staff side are:
 - Ensure banding outcomes reflect job content.
 - Reward additional hours fairly.
 - Prevent burnout by limiting excess hours.
 - Support progression and career development.
 - Encourage NHS Scotland employers to use recruitment & retention premia (RRP) to recruit and retain staff where shortages are a risk to staff wellbeing and quality of care.
10. Any proposed changes to existing terms and conditions would be explored and discussed as part of any agreed future pay negotiating arrangements.
11. The Scottish Government commits to discussions within STAC, which agree and present a series of appropriate options to Scottish Ministers for consideration, decision and implementation, on potential mechanisms to agree future NHS pay deals, and aim to commence 23/24 discussions shortly after the Scottish budget.