

AGENDA FOR CHANGE PAY OFFER – 2023/24

1. The Scottish Government's aim is to deliver an agreed one year pay deal for NHS Scotland Agenda for Change staff.
2. In order to achieve this, we have committed an overall financial envelope of £568 million for Agenda for Change pay in 2023/24. This is the largest overall investment in Agenda for Change pay in a single year.
3. This equates to an average uplift of at least 6.5% for all staff up to and inclusive of Band 8a.
4. All staff will also receive a one-off pro rata payment of between £387 and £939 depending on banding.
5. The revised pay scales are set out in the annex below.
6. Allowances and RRP's which increase in line with pay uplifts will be uprated as appropriate.
7. The pay uplift will also apply to the Two Tier Agreement.
8. In the event that the UK Government makes any improved pay award for NHS England which has additional funding through the Barnett formula, and which exceeds the total average percentage of the relevant pay award, then it is agreed that this will trigger an automatic re-opening of pay negotiations for 2022/23 or 2023/24 (whichever is relevant) with any additional resources directed into NHS Scotland pay.

REVIEW OF AGENDA FOR CHANGE

9. The offer reaffirms previous commitments to modernise priority areas and supplements previously agreed reforms to the working week; protected learning time and a review of band 5 job nursing profiles.
10. The offer further commits to modernise Agenda for Change to support workforce recruitment, sustainability and retention as set out in the Heads of Agreement (Appendix 1).

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Annex – 2023-24 Pay Offer – Pay Scale

Band		2022/23	2023/24 Offer	% Increase to 2022/23 Salary	Consolidated increase over 2 years		One-off Payment
1	1	£21,692	£23,240	7.14%	£3,753	19.26%	£387
2	1	£21,814	£23,362	7.10%	£3,753	19.14%	£387
	2	£23,820	£25,368	6.50%	£3,753	17.37%	£387
3	1	£23,914	£25,468	6.50%	£3,759	17.32%	£389
	2	£25,808	£27,486	6.50%	£3,883	16.45%	£420
4	1	£25,914	£27,598	6.50%	£3,889	16.40%	£421
	2	£28,187	£30,019	6.50%	£4,037	15.54%	£458
5	1	£28,384	£30,229	6.50%	£4,125	15.80%	£461
	2	£30,329	£32,300	6.50%	£4,251	15.16%	£493
	3	£35,365	£37,664	6.50%	£4,749	14.43%	£575
6	1	£35,522	£37,831	6.50%	£4,759	14.39%	£577
	2	£37,087	£39,498	6.50%	£4,861	14.03%	£603
	3	£43,286	£46,100	6.50%	£5,364	13.17%	£703
7	1	£43,422	£46,244	6.50%	£5,372	13.14%	£706
	2	£45,080	£48,010	6.50%	£5,480	12.89%	£733
	3	£50,506	£53,789	6.50%	£5,943	12.42%	£821
8a	1	£53,513	£56,992	6.50%	£6,027	11.83%	£870
	2	£57,767	£61,522	6.50%	£6,506	11.83%	£939
8b	1	£63,530	£67,285	5.91%	£5,960	9.72%	£939
	2	£68,223	£71,978	5.50%	£5,960	9.03%	£939
8c	1	£75,711	£79,466	4.96%	£5,960	8.11%	£939
	2	£81,426	£85,181	4.61%	£5,960	7.52%	£939
8d	1	£90,590	£94,345	4.15%	£5,960	6.74%	£939
	2	£94,629	£98,384	3.97%	£5,960	6.45%	£939
9	1	£107,840	£111,595	3.48%	£5,960	5.64%	£939
	2	£112,673	£116,428	3.33%	£5,960	5.40%	£939

11. Over the two years of 2022/23 and 2023/24, this £1 billion pound investment will see Agenda for Change staff receive a pay rise of between 5.4% and 19.26%. This represents a cash uplift of between £3,753 and £6,506 over a two-year period and ensures that Agenda for Change staff within NHS Scotland remain the best paid in the UK.

12. With the one-off pro rata payment included, the total uplift, including both the pay rise and one-off payment, is 8.12% for all staff up to and inclusive of Band 8a.