



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

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

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	£19,487	£21,692

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

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

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

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

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

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

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

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

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

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

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