**NHS Circular: PCS(ESM)2022/4**

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| The Scottish Government  Health Workforce, Leadership and Service Reform Directorate Health Workforce,  Pay, Practice and Partnership Division | Scottish Government Riaghaltas na h-Alba gov.scot |

**PAY AND CONDITIONS OF SERVICE EXECUTIVE AND SENIOR MANAGEMENT PAY**

**2021-22: CONSOLIDATED PERFORMANCE RELATED PAY**

1. NHS Circular PCS(ESM)2021/3 set out the 2021-22 pay settlement for Executive and Senior Management (ESM) staff in NHS Scotland. Paragraph 3 of Schedule 1 confirmed that consolidated pay progression within pay ranges would be applied.
2. It further said that the percentages to be applied would be published once all markings had been submitted to the National Performance Management Committee (NPMC). The NPMC process is now complete and this circular confirms the relevant percentages.
3. In addition to the basic pay increase set out in PCS(ESM)2021/3, consolidated pay progression within the pay ranges based on performance markings for 2020-21 should be applied with effect from 1 April 2021 according to the following table:

|  |  |
| --- | --- |
| Performance Marking | % increase within range |
| Unacceptable | 0% |
| Incomplete | 1.0% |
| Fully Acceptable | 2.0% |
| Superior | 2.8% |
| Outstanding | 3.0% |

1. No employee will receive more than the maximum consolidated salary for his or her pay range.

26 January 2022

**Addressees** For action Chairs,

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 of the NHSScotland Scottish Partnership Forum

**Enquiries to:**

Khadar Dudekula

Scottish Government Health Directorates

Health Workforce Ground Floor Rear St Andrew ’s House

EDINBU RGH EH1 3DG Tel: 0131 244 9434

E-mail:

[Khadar.Dudekula@gov.scot](mailto:Khadar.Dudekula@gov.scot)

# NHS Circular: PCS(ESM)2022/4

**Action**

1. Chairs and Chief Executives should ensure that:
   * the terms of the Direction and Schedule 1 are actioned in their employing authority; and
   * this letter is copied to their Local Partnership Forum for information; and
   * they make their own arrangements for additional copies of this letter which can be viewed at [www.sehd.scot.nhs.uk.](http://www.sehd.scot.nhs.uk/)

Yours sincerely



**LAURA ZEBALLOS**

Deputy Director

Health Workforce: Pay, Practice and Partnership Division

# NHS Circular: PCS(ESM)2022/4

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| The Scottish Government  Health Workforce, Leadership and Service Reform Directorate Health Workforce,  Pay, Practice and Partnership Division | Scottish Government Riaghaltas na h-Alba gov.scot |

**NATIONAL HEALTH SERVICE (SCOTLAND)**

**EXECUTIVE AND SENIOR MANAGEMENT GRADES (REMUNERATION AND CONDITIONS OF SERVICE DIRECTION)**

1. Scottish Ministers, in exercise of the powers conferred on them by Section 105(7) of, and paragraph 5, of Schedule 1, paragraph 7 of Schedule 5 and paragraph 6(1) of Schedule 7A to the National Health Service (Scotland) Act 1978 (as amended) hereby give the following Direction.
2. This Direction may be cited as the “Executive and Senior Management Grades (Remuneration and Conditions of Service Direction) 2022, and is given to all NHS Scotland territorial and special NHS Boards.
3. All Boards should apply the provisions detailed in this Direction.



**LAURA ZEBALLOS**

Deputy Director

Health Workforce: Pay, Practice and Partnership Division

26 January 2022

**NHS Circular: PCS(ESM)2021/3**

|  |  |
| --- | --- |
| The Scottish Government  Health Workforce, Leadership and Service Reform Directorate Health Workforce,  Pay, Practice and Partnership Division | Scottish Government Riaghaltas na h-Alba gov.scot |

**PAY AND CONDITIONS OF SERVICE**

**EXECUTIVE AND SENIOR MANAGEMENT PAY 2021-22**

# Summary

1. This circular announces the pay arrangements for 2021-22 in respect of the NHS Scotland Executive and Senior Management (ESM) cohorts.
2. The details are as follows:
   1. From 1 April 2021, a 3% increase to all ESM pay with the minimum and maximum of all ESM pay scales increased by 3%.
   2. Performance based pay progression based on performance in the year 2020-21 for staff on all pay ranges who are not at the maximum of their pay range.
   3. Staff whose performance is rated unacceptable in 2020-21 are not entitled to any pay increase or pay progression.
3. These pay arrangements are mandatory for all staff in the Executive and Senior Management cohorts in NHS Scotland territorial and special NHS Boards.

# Action

1. Chairs and Chief Executives should ensure that:

* the terms of the Direction and Schedule 1 are actioned in their employing authority; and
* this letter is copied to their Local Partnership Forum for information.

Yours sincerely



**LAURA ZEBALLOS**

Deputy Director

Health Workforce: Pay, Practice and Partnership Division

22 December 2021

**Addressees**

For action Chairs,

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 of the NHSScotland Scottish Partnership Forum

**Enquiries to:**

Khadar Dudekula

Scottish Government Health Directorates

Health Workforce Ground Floor Rear St Andrew ’s House

EDINBU RGH EH1 3DG Tel: 0131 244 9434

E-mail:

[Khadar.Dudekula@gov.scot](mailto:Khadar.Dudekula@gov.scot)

# NHS Circular: PCS(ESM)2021/3

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**NATIONAL HEALTH SERVICE (SCOTLAND)**

**EXECUTIVE AND SENIOR MANAGEMENT GRADES (REMUNERATION AND CONDITIONS OF SERVICE DIRECTION)**

1. Scottish Ministers, in exercise of the powers conferred on them by Section 105(7) of, and paragraph 5, of Schedule 1, paragraph 7 of Schedule 5 and paragraph 6(1) of Schedule 7A to the National Health Service (Scotland) Act 1978 (as amended) hereby give the following Direction.
2. This Direction may be cited as the “Executive and Senior Management Grades (Remuneration and Conditions of Service Direction) 2021”, and is given to all NHS Scotland territorial and special NHS Boards.
3. All Boards should apply the provisions detailed in Schedule 1 to this Direction.



**LAURA ZEBALLOS**

Deputy Director Health Workforce

Pay, Practice and Partnership Division

22 December 2021

**SCHEDULE 1**

**EXECUTIVE AND SENIOR MANAGEMENT COHORTS PAY ARRANGEMENTS 2021-22**

**Pay Ranges**

# NHS Circular: PCS(ESM)2021/3

1. The minima and maxima of pay ranges A to I are uplifted by 3%. The pay ranges applying from 1 April 2021 are given below.

|  |  |  |
| --- | --- | --- |
| **Pay Ranges Effective from 1 April 2021** | | |
| **Grade** | Pay Range Minima | Pay Range Maxima |
| A | £50,815 | £69,253 |
| B | £58,309 | £79,468 |
| C | £66,911 | £88,600 |
| D | £75,646 | £98,586 |
| E | £85,966 | £112,401 |
| F | £95,419 | £128,254 |
| G | £108,766 | £146,445 |
| H | £124,083 | £167,318 |
| I | £141,658 | £191,270 |

**Basic Award**

1. All staff will receive a basic uplift of 3%, unless performance is rated as unacceptable in which case no increase is payable.

**Consolidated Performance Related Pay**

1. In addition to the basic pay increase set out in paragraph 2, consolidated pay progression within the pay ranges based on performance markings for 2020- 21, should be applied with effect from 1 April 2021. The percentages to be applied are adjusted slightly each year to conform to Scotland’s Public Sector Pay Policy and the figures to be applied in 2021-22 will be published once the National Performance Management Committee (NPMC) process has been completed.

The COVID-19 pandemic has delayed the work required to undertake the NPMC governance process. However, the intention is to complete this as quickly as

**NHS Circular:**

**PCS(ESM)2021/3**

possible and the Scottish Government will write out to Boards separately about this in due course.

**Staff on Protection**

1. Employees on personal protection who are at their maximum personal salary are eligible for a 3% increase. This consolidated uplift is payable from

1 April 2021, unless their performance is rated “unacceptable” in which case no

increase is payable.

1. Employees on personal protection who are not at their maximum personal salary should have the value of their maximum personal salary increased by 3% with effect from 1 April 2021. Performance based pay progression should be applied in accordance with the further guidance to be published as indicated above, subject to maximum personal salaries not being exceeded.

# NHS Circular: PCS(AFC)2021/3

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Dear Colleague

**PAY AND CONDITIONS FOR NHS STAFF COVERED BY THE AGENDA FOR CHANGE AGREEMENT**

# Summary

1. PCS(AFC)2021/2 set out the 2021-22 pay settlement for Agenda for Change staff in Scotland.
2. Since the publication of that circular, the settlement for NHS Scotland’s Medical and Dental staff has been announced as an across the board 3% uplift.
3. Recognising the overlap between the Medical and Dental staff group and senior Agenda for Change staff, the Cabinet Secretary for Health and Social Care has authorised an adjustment in the Scottish Agenda for Change settlement in order ensure parity. From 1 April 2021, therefore, the uplift for Scotland’s Band 8 and 9 Agenda for Change staff will be raised to 3%. The full settlement, including this revision, is now as follows:
   * Bands 1-4: a flat uplift of £1,009
   * Bands 5-7: a 4% uplift
   * Bands 8A-9: a 3% uplift
4. This revision will also ensure that all of Scotland’s Agenda for Change staff remain better paid than their counterparts elsewhere in the UK.

# Pay Protection

1. Staff in Bands 8A to 9 on organisational change pay protection as at 31 March 2021 who are at the top of their Band should have their earnings increased by 3% from 1 Apirl 2021, based on their earnings as a

30 November 2020 i.e. before the original uplift was applied.

8 September 2021

**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 Cow ie

Scottish Government Health Directorates

Health Workforce Ground Floor Rear St Andrew ’s House

EDINBU RGH EH1 3DG

E-mail:

hwfpaytermsandconditions @gov.scot

*SE Approved Version 1.1*

# Other Provisions

1. All other provisions in PCS(AFC)2021/2 remain unchanged.

# Revised Pay Rates

1. **Annex A** sets out the revised 2021-22 pay rates in full and **Annex B** places these in the context of the transitional arrangements which have been applied in Scotland since the previous 2018 deal in order to move staff on to the new agreed pay structure.

# Cabinet Secretary Approval

1. 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

1. NHS Boards and Special Health Boards should ensure that the new rates are paid to Band 8 and 9 staff from 1 April 2021.

# Enquiries

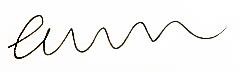
1. Employees should direct their personal enquiries to their employing NHS Board or Special Health Board.
2. This circular can be found online at:

[www.sehd.scot.nhs.uk](http://www.sehd.scot.nhs.uk/)

1. 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



**LAURA ZEBALLOS**

Deputy Director

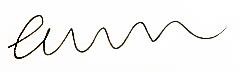
Health Workforce: Pay, Practice and Partnership Division

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**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 8 September 2021 – PCS(AFC)2021/3 – 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.



**LAURA ZEBALLOS**

Deputy Director

Health Workforce: Pay, Practice and Partnership Division

8 September 2021

**ANNEX A**

**NHS SCOTLAND AGENDA FOR CHANGE PAY RATES AS AT 1 APRIL 2021**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Band** | **Points** | **2020/21 Rates** | **2021/22 Rates** | **% uplift** | **£ uplift** |
| Band 1 | 1 | **£18,478** | **£19,487** | **5.46%** | **£1,009** |
| Band 2 | 1 | **£18,600** | **£19,609** | **5.42%** | **£1,009** |
|  | 2 | **£20,606** | **£21,615** | **4.90%** | **£1,009** |
| Band 3 | 1 | **£20,700** | **£21,709** | **4.87%** | **£1,009** |
|  | 2 | **£22,594** | **£23,603** | **4.47%** | **£1,009** |
| Band 4 | 1 | **£22,700** | **£23,709** | **4.44%** | **£1,009** |
|  | 2 | **£24,973** | **£25,982** | **4.04%** | **£1,009** |
| Band 5 | 1 | **£25,100** | **£26,104** | **4.00%** | **£1,004** |
|  | 2 | **£26,970** | **£28,049** | **4.00%** | **£1,079** |
|  | 3 | **£31,649** | **£32,915** | **4.00%** | **£1,266** |
| Band 6 | 1 | **£31,800** | **£33,072** | **4.00%** | **£1,272** |
|  | 2 | **£33,305** | **£34,637** | **4.00%** | **£1,332** |
|  | 3 | **£39,169** | **£40,736** | **4.00%** | **£1,567** |
| Band 7 | 1 | **£39,300** | **£40,872** | **4.00%** | **£1,572** |
|  | 2 | **£40,894** | **£42,530** | **4.00%** | **£1,636** |
|  | 3 | **£46,006** | **£47,846** | **4.00%** | **£1,840** |
| Band 8A | 1 | **£49,480** | **£50,965** | **3.00%** | **£1,484** |
|  | 2 | **£53,414** | **£55,016** | **3.00%** | **£1,602** |
| Band 8B | 1 | **£59,539** | **£61,325** | **3.00%** | **£1,786** |
|  | 2 | **£64,095** | **£66,018** | **3.00%** | **£1,923** |
| Band 8C | 1 | **£71,365** | **£73,506** | **3.00%** | **£2,141** |
|  | 2 | **£76,914** | **£79,221** | **3.00%** | **£2,307** |
| Band 8D | 1 | **£85,811** | **£88,385** | **3.00%** | **£2,574** |
|  | 2 | **£89,732** | **£92,424** | **3.00%** | **£2,692** |
| Band 9 | 1 | **£102,558** | **£105,635** | **3.00%** | **£3,077** |
|  | 2 | **£107,250** | **£110,468** | **3.00%** | **£3,218** |

**ANNEX B**

**FULL TRANSITIONAL NHS SCOTLAND AGENDA FOR CHANGE PAY RATES INCLUDING 1 DECEMBER 2020 UPLIFT, DELETION OF PAY POINTS ON 1 APRIL 2021 AND INCREASE OF UPLIFT TO 3% ON 1 APRIL 2021 FOR BAND 8 AND 9**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Band 1 | Increment | 1 April 2018 Rates | 1 April 2019 Rates | 1 April 2020 Rates | **1 December**  **2020 Rates** |
| 1 | £17,460 | £17,949 | £18,478 | **£19,487** |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Band 2 | Increment | 1 April 2018  Rates | 1 April 2019  Rates | 1 April 2020  Rates | **1 December**  **2020 Rates** |
| 1 | £17,460 | £18,383 | £18,600 | **£19,609** |
| 2 | £17,460 | £18,383 | £18,600 | **£19,609** |
| 3 | £17,865 | £18,383 | £20,606 | **£21,615** |
| 4 | £18,292 | £18,383 | £20,606 | **£21,615** |
| 5 | £18,843 | £18,937 | £20,606 | **£21,615** |
| 6 | £19,470 | £20,015 | £20,606 | **£21,615** |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Band 3 | Increment | 1 April 2018  Rates | 1 April 2019  Rates | 1 April 2020  Rates | **1 December**  **2020 Rates** |
| 1 | £18,292 | £19,945 | £20,700 | **£21,709** |
| 2 | £18,843 | £19,945 | £20,700 | **£21,709** |
| 3 | £19,470 | £19,945 | £22,594 | **£23,603** |
| 4 | £19,846 | £19,945 | £22,594 | **£23,603** |
| 5 | £20,347 | £20,449 | £22,594 | **£23,603** |
| 6 | £20,911 | £21,016 | £22,594 | **£23,603** |
| 7 | £21,349 | £21,947 | £22,594 | **£23,603** |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Band 4 | Increment | 1 April 2018  Rates | 1 April 2019  Rates | 1 April 2020  Rates | **1 December**  **2020 Rates** |
| 1 | £20,911 | £22,152 | £22,700 | **£23,709** |
| 2 | £21,349 | £22,152 | £22,700 | **£23,709** |
| 3 | £22,042 | £22,152 | £22,700 | **£23,709** |
| 4 | £22,746 | £22,860 | £24,973 | **£25,982** |
| 5 | £22,982 | £23,097 | £24,973 | **£25,982** |
| 6 | £23,113 | £23,229 | £24,973 | **£25,982** |
| 7 | £23,597 | £24,258 | £24,973 | **£25,982** |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Band 5 | Increment | 1 April  2018  Rates | 1 April  2019  Rates | 1 April  2020  Rates | **1 Dec**  **2020**  **Rates** | **1 April**  **2021**  **Rates** |
| 1 | £23,113 | £24,670 | £25,100 | **£26,104** | **£26,104** |
| 2 | £23,597 | £24,670 | £25,100 | **£26,104** | **£26,104** |
| 3 | £24,547 | £24,670 | £26,970 | **£28,049** | **£28,049** |
| 4 | £25,536 | £26,713 | £26,970 | **£28,049** | **£28,049** |
| 5 | £26,580 | £26,713 | £27,912 | **£29,029\*** | **£32,915\*** |
| 6 | £27,635 | £27,773 | £27,912 | **£29,029\*** | **£32,915\*** |
| 7 | £28,748 | £28,892 | £31,649 | **£32,915** | **£32,915** |
| 8 | £29,905 | £30,742 | £31,649 | **£32,915** | **£32,915** |

\*From 1 April 2021, £29,029 is removed as a unique pay point and all staff on £29,029 move to the top pay point on the scale, £32,915.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Band 6 | Increment | 1 April  2018  Rates | 1 April  2019  Rates | 1 April  2020  Rates | **1 Dec**  **2020**  **Rates** | **1 April**  **2021**  **Rates** |
| 1 | £28,050 | £30,401 | £31,800 | **£33,072** | **£33,072** |
| 2 | £28,748 | £30,401 | £31,800 | **£33,072** | **£33,072** |
| 3 | £29,905 | £30,401 | £33,305 | **£34,637** | **£34,637** |
| 4 | £30,820 | £33,139 | £33,305 | **£34,637** | **£34,637** |
| 5 | £31,896 | £33,139 | £33,305 | **£34,637** | **£34,637** |
| 6 | £32,974 | £33,139 | £34,391 | **£35,767\*** | **£40,736\*** |
| 7 | £34,050 | £34,220 | £34,391 | **£35,767\*** | **£40,736\*** |
| 8 | £35,261 | £35,437 | £39,169 | **£40,736** | **£40,736** |
| 9 | £37,010 | £38,046 | £39,169 | **£40,736** | **£40,736** |

\*From 1 April 2021, £35,767 is removed as a unique pay point and all staff on £35,767 move to the top pay point on the scale, £40,736.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Band 7 | Increment | 1 April  2018  Rates | 1 April  2019  Rates | 1 April  2020  Rates | **1 Dec**  **2020**  **Rates** | **1 April**  **2021**  **Rates** |
| 1 | £33,222 | £37,570 | £39,300 | **£40,872** | **£40,872** |
| 2 | £34,050 | £37,570 | £39,300 | **£40,872** | **£40,872** |
| 3 | £35,261 | £37,570 | £40,894 | **£42,530** | **£42,530** |
| 4 | £37,010 | £37,570 | £40,894 | **£42,530** | **£42,530** |
| 5 | £38,088 | £39,495 | £40,894 | **£42,530** | **£42,530** |
| 6 | £39,299 | £39,495 | £41,723 | **£43,392\*** | **£47,846\*** |
| 7 | £40,644 | £40,847 | £41,723 | **£43,392\*** | **£47,846\*** |
| 8 | £42,058 | £42,268 | £46,006 | **£47,846** | **£47,846** |
| 9 | £43,471 | £44,688 | £46,006 | **£47,846** | **£47,846** |

\*From 1 April 2021, £43,392 is removed as a unique pay point and all staff on £43,392 move to the top pay point on the scale, £47,846.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Band 8A | Increment | 1 April  2018  Rates | 1 April  2019  Rates | 1 April  2020  Rates | **1 Dec**  **2020**  **Rates** | **1 April**  **2021**  **Rates** |
|  | 1 | £42,414 | £45,446 | £49,480 | **£50,470** | **£50,965** |
|  | 2 | £43,471 | £45,446 | £49,480 | **£50,470** | **£50,965** |
|  | 3 | £45,220 | £45,446 | £49,480 | **£50,470** | **£50,965** |
|  | 4 | £46,970 | £47,205 | £49,480 | **£50,470** | **£50,965** |
|  | 5 | £48,989 | £49,234 | £49,480 | **£50,470** | **£50,965** |
|  | 6 | £50,470 | £51,883 | £53,414 | **£54,482** | **£55,016** |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Band  8B | Increment | 1 April  2018  Rates | 1 April  2019  Rates | 1 April  2020  Rates | **1 Dec**  **2020**  **Rates** | **1 April**  **2021**  **Rates** |
|  | 1 | £49,242 | £53,291 | £59,539 | **£60,730** | **£61,325** |
|  | 2 | £50,470 | £53,291 | £59,539 | **£60,730** | **£61,325** |
|  | 3 | £53,026 | £53,291 | £59,539 | **£60,730** | **£61,325** |
|  | 4 | £55,987 | £56,267 | £59,539 | **£60,730** | **£61,325** |
|  | 5 | £58,948 | £59,243 | £59,539 | **£60,730** | **£61,325** |
|  | 6 | £60,563 | £62,259 | £64,095 | **£65,377** | **£66,018** |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Band  8C | Increment | 1 April  2018  Rates | 1 April  2019  Rates | 1 April  2020  Rates | **1 Dec**  **2020**  **Rates** | **1 April**  **2021**  **Rates** |
|  | 1 | £59,090 | £63,570 | £71,365 | **£72,792** | **£73,506** |
|  | 2 | £60,563 | £63,570 | £71,365 | **£72,792** | **£73,506** |
|  | 3 | £63,254 | £63,570 | £71,365 | **£72,792** | **£73,506** |
|  | 4 | £66,216 | £66,547 | £71,365 | **£72,792** | **£73,506** |
|  | 5 | £70,657 | £71,010 | £71,365 | **£72,792** | **£73,506** |
|  | 6 | £72,675 | £74,710 | £76,914 | **£78,452** | **£79,221** |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Band  8D | Increment | 1 April  2018  Rates | 1 April  2019  Rates | 1 April  2020  Rates | **1 Dec**  **2020**  **Rates** | **1 April**  **2021**  **Rates** |
|  | 1 | £70,657 | £76,083 | £85,811 | **£86,611** | **£88,385** |
|  | 2 | £72,675 | £76,083 | £85,811 | **£86,611** | **£88,385** |
|  | 3 | £75,704 | £76,083 | £85,811 | **£86,611** | **£88,385** |
|  | 4 | £79,405 | £79,802 | £85,811 | **£86,611** | **£88,385** |
|  | 5 | £82,611 | £84,211 | £85,811 | **£86,611** | **£88,385** |
|  | 6 | £86,532 | £88,132 | £89,732 | **£90,532** | **£92,424** |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Band 9 | Increment | 1 April  2018  Rates | 1 April  2019  Rates | 1 April  2020  Rates | **1 Dec**  **2020**  **Rates** | **1 April**  **2021**  **Rates** |
|  | 1 | £84,507 | £92,208 | £102,558 | **£103,358** | **£105,635** |
|  | 2 | £86,532 | £92,208 | £102,558 | **£103,358** | **£105,635** |
|  | 3 | £90,608 | £92,208 | £102,558 | **£103,358** | **£105,635** |
|  | 4 | £94,880 | £96,480 | £102,558 | **£103,358** | **£105,635** |
|  | 5 | £99,358 | £100,958 | £102,558 | **£103,358** | **£105,635** |
|  | 6 | £104,050 | £105,650 | £107,250 | **£108,050** | **£110,468** |

# NHS Circular: PCS(AFC)2021/2

|  |  |
| --- | --- |
| The Scottish Government  Health Workforce, Leadership and Service Reform Directorate Health Workforce,  Pay, Practice and Partnership Division | Scottish Government Riaghaltas na h-Alba gov.scot |

**Note: The pay information in this circular for Band 8 and 9 staff was superseded by PCS(AFC)2021/3**

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.
2. PCS(AFC)2021/1 implemented the last set of structural changes to the Agenda for Change pay system agreed as part of the 2018 pay deal. Specifically, the removal of pay points from Bands 5, 6 and 7 on 1 April

2021.

1. In addition, PCS(AFC)2021/1 informed the service of the Cabinet Secretary’s decision that, in light of the exceptional pressures created by the COVID-19 pandemic, the 2021-22 Agenda for Change pay uplift would be effective from 1 December 2020 and not 1 April 2021 as would normally be the case.
2. Lastly, PCS(AFC)2021/1 put in place a 1% “payment on account” from 1 December 2020, pending the announcement of the full settlement.
3. That full settlement can now be confirmed as follows:
   * Bands 1-4: a flat uplift of £1,009
   * Bands 5-7: a 4% uplift
   * Bands 8A to 8C: a 2% uplift
   * Bands 8D to 9: a flat uplift of £800
4. The above represents an overall average uplift of 4% in Agenda for Change pay.

27 May 2021

**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 Cow ie

Scottish Government Health Directorates

Health Workforce Ground Floor Rear St Andrew ’s House

EDINBU RGH EH1 3DG

E-mail:

hwfpaytermsandconditions @gov.scot

*SE Approved*

1. **Annex A** sets out what the above translates into at each pay point from 1 April 2021. However, as stated above, uplifts are effective from 1 December 2020. As this is before the removal of the last pay points in Bands 5, 6 and 7 and during the time when staff were still moving through the transition from the pre 2018 pay structure to the revised structure agreed under the 2018 deal, **Annex B** presents the pay rates in the same format which has been used over the last three years. This approach has allowed both Board Payroll Departments and staff themselves to track individual pay journeys (see the 2018 Framework Agreement as well as PCS(AFC)2019/1 and PCS(AFC)2020/1 for more detailed information on those pay journeys).
2. Consideration will be given in future years to the best way to present pay rates, now that the new structure is fully in place. As clarified in Annex B of the Framework Agreement, the revised approach to progression means that unlike previously when staff moved up an increment every year, the amount of time an individual stays on a given increment will vary according to their place on the overall pay structure.

# Scottish Living Wage

1. NHS Scotland is a Living Wage employer and, as such, the lowest available salary of £19,487 translates into an hourly rate of £9.96 per hour, which is above the Scottish Living Wage rate of £9.50 per hour.

# On-Call Availability Allowance

1. In line with paragraph 7.2 of PCS(AFC)2015/3, the On-Call Availability Allowance is increased by 4% to £21.03, per session from 1 December 2020.

# Pay Protection

1. Staff on organisational change pay protection as at 30 November 2020 who are at the top of their Band should have their earnings increased as follows on

1 December 2020:

* + Bands 1-4: a flat uplift of £1,009 per annum
  + Bands 5-7: a 4% uplift
  + Bands 8A to 8C: a 2% uplift
  + Bands 8D to 9: a flat uplift of £800 per annum

1. 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)

1. Any RRPs which increase in line with pay uplifts should be increased by 4% from 1 December 2020.

# Promotion

1. 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

1. 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

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

# Enquiries

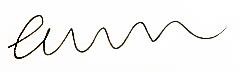
1. Employees should direct their personal enquiries to their employing NHS Board or Special Health Board.
2. This circular can be found online at:

[www.sehd.scot.nhs.uk](http://www.sehd.scot.nhs.uk/)

1. 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



**LAURA ZEBALLOS**

Acting Deputy Director

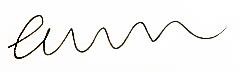
Health Workforce: Pay, Practice and Partnership Division

|  |  |
| --- | --- |
| The Scottish Government  Health Workforce, Leadership and Service Reform Directorate Health Workforce,  Pay, Practice and Partnership Division | Scottish Government Riaghaltas na h-Alba gov.scot |

**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 27 May 2021 – PCS(AFC)2021/2 – 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.



**LAURA ZEBALLOS**

Acting Deputy Director

Health Workforce: Pay, Practice and Partnership Division

27 May 2021

**ANNEX A**

**NHS SCOTLAND AGENDA FOR CHANGE PAY RATES AS AT 1 APRIL 2021**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Band** | **Points** | **2020/21 Rates** | **2021/22 Rates** | **% uplift** | **£ uplift** |
| Band 1 | 1 | **£18,478** | **£19,487** | **5.46%** | **£1,009** |
| Band 2 | 1 | **£18,600** | **£19,609** | **5.42%** | **£1,009** |
|  | 2 | **£20,606** | **£21,615** | **4.90%** | **£1,009** |
| Band 3 | 1 | **£20,700** | **£21,709** | **4.87%** | **£1,009** |
|  | 2 | **£22,594** | **£23,603** | **4.47%** | **£1,009** |
| Band 4 | 1 | **£22,700** | **£23,709** | **4.44%** | **£1,009** |
|  | 2 | **£24,973** | **£25,982** | **4.04%** | **£1,009** |
| Band 5 | 1 | **£25,100** | **£26,104** | **4.00%** | **£1,004** |
|  | 2 | **£26,970** | **£28,049** | **4.00%** | **£1,079** |
|  | 3 | **£31,649** | **£32,915** | **4.00%** | **£1,266** |
| Band 6 | 1 | **£31,800** | **£33,072** | **4.00%** | **£1,272** |
|  | 2 | **£33,305** | **£34,637** | **4.00%** | **£1,332** |
|  | 3 | **£39,169** | **£40,736** | **4.00%** | **£1,567** |
| Band 7 | 1 | **£39,300** | **£40,872** | **4.00%** | **£1,572** |
|  | 2 | **£40,894** | **£42,530** | **4.00%** | **£1,636** |
|  | 3 | **£46,006** | **£47,846** | **4.00%** | **£1,840** |
| Band 8A | 1 | **£49,480** | **£50,470** | **2.00%** | **£990** |
|  | 2 | **£53,414** | **£54,482** | **2.00%** | **£1,068** |
| Band 8B | 1 | **£59,539** | **£60,730** | **2.00%** | **£1,191** |
|  | 2 | **£64,095** | **£65,377** | **2.00%** | **£1,282** |
| Band 8C | 1 | **£71,365** | **£72,792** | **2.00%** | **£1,427** |
|  | 2 | **£76,914** | **£78,452** | **2.00%** | **£1,538** |
| Band 8D | 1 | **£85,811** | **£86,611** | **0.93%** | **£800** |
|  | 2 | **£89,732** | **£90,532** | **0.89%** | **£800** |
| Band 9 | 1 | **£102,558** | **£103,358** | **0.78%** | **£800** |
|  | 2 | **£107,250** | **£108,050** | **0.75%** | **£800** |

**ANNEX B**

**FULL TRANSITIONAL NHS SCOTLAND AGENDA FOR CHANGE PAY RATES INCLUDING 1 DECEMBER 2020 UPLIFT AND DELETION OF PAY POINTS ON 1 APRIL 2021**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Band 1 | Increment | 1 April 2018 Rates | 1 April 2019 Rates | 1 April 2020 Rates | **1 December**  **2020 Rates** |
| 1 | £17,460 | £17,949 | £18,478 | **£19,487** |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Band 2 | Increment | 1 April 2018  Rates | 1 April 2019  Rates | 1 April 2020  Rates | **1 December**  **2020 Rates** |
| 1 | £17,460 | £18,383 | £18,600 | **£19,609** |
| 2 | £17,460 | £18,383 | £18,600 | **£19,609** |
| 3 | £17,865 | £18,383 | £20,606 | **£21,615** |
| 4 | £18,292 | £18,383 | £20,606 | **£21,615** |
| 5 | £18,843 | £18,937 | £20,606 | **£21,615** |
| 6 | £19,470 | £20,015 | £20,606 | **£21,615** |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Band 3 | Increment | 1 April 2018  Rates | 1 April 2019  Rates | 1 April 2020  Rates | **1 December**  **2020 Rates** |
| 1 | £18,292 | £19,945 | £20,700 | **£21,709** |
| 2 | £18,843 | £19,945 | £20,700 | **£21,709** |
| 3 | £19,470 | £19,945 | £22,594 | **£23,603** |
| 4 | £19,846 | £19,945 | £22,594 | **£23,603** |
| 5 | £20,347 | £20,449 | £22,594 | **£23,603** |
| 6 | £20,911 | £21,016 | £22,594 | **£23,603** |
| 7 | £21,349 | £21,947 | £22,594 | **£23,603** |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Band 4 | Increment | 1 April 2018  Rates | 1 April 2019  Rates | 1 April 2020  Rates | **1 December**  **2020 Rates** |
| 1 | £20,911 | £22,152 | £22,700 | **£23,709** |
| 2 | £21,349 | £22,152 | £22,700 | **£23,709** |
| 3 | £22,042 | £22,152 | £22,700 | **£23,709** |
| 4 | £22,746 | £22,860 | £24,973 | **£25,982** |
| 5 | £22,982 | £23,097 | £24,973 | **£25,982** |
| 6 | £23,113 | £23,229 | £24,973 | **£25,982** |
| 7 | £23,597 | £24,258 | £24,973 | **£25,982** |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Band 5 | Increment | 1 April  2018  Rates | 1 April  2019  Rates | 1 April  2020  Rates | **1 Dec**  **2020**  **Rates** | **1 April**  **2021**  **Rates** |
| 1 | £23,113 | £24,670 | £25,100 | **£26,104** | **£26,104** |
| 2 | £23,597 | £24,670 | £25,100 | **£26,104** | **£26,104** |
| 3 | £24,547 | £24,670 | £26,970 | **£28,049** | **£28,049** |
| 4 | £25,536 | £26,713 | £26,970 | **£28,049** | **£28,049** |
| 5 | £26,580 | £26,713 | £27,912 | **£29,029\*** | **£32,915\*** |
| 6 | £27,635 | £27,773 | £27,912 | **£29,029\*** | **£32,915\*** |
| 7 | £28,748 | £28,892 | £31,649 | **£32,915** | **£32,915** |
| 8 | £29,905 | £30,742 | £31,649 | **£32,915** | **£32,915** |

\*From 1 April 2021, £29,029 is removed as a unique pay point and all staff on £29,029 move to the top pay point on the scale, £32,915.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Band 6 | Increment | 1 April  2018  Rates | 1 April  2019  Rates | 1 April  2020  Rates | **1 Dec**  **2020**  **Rates** | **1 April**  **2021**  **Rates** |
| 1 | £28,050 | £30,401 | £31,800 | **£33,072** | **£33,072** |
| 2 | £28,748 | £30,401 | £31,800 | **£33,072** | **£33,072** |
| 3 | £29,905 | £30,401 | £33,305 | **£34,637** | **£34,637** |
| 4 | £30,820 | £33,139 | £33,305 | **£34,637** | **£34,637** |
| 5 | £31,896 | £33,139 | £33,305 | **£34,637** | **£34,637** |
| 6 | £32,974 | £33,139 | £34,391 | **£35,767\*** | **£40,736\*** |
| 7 | £34,050 | £34,220 | £34,391 | **£35,767\*** | **£40,736\*** |
| 8 | £35,261 | £35,437 | £39,169 | **£40,736** | **£40,736** |
| 9 | £37,010 | £38,046 | £39,169 | **£40,736** | **£40,736** |

\*From 1 April 2021, £35,767 is removed as a unique pay point and all staff on £35,767 move to the top pay point on the scale, £40,736.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Band 7 | Increment | 1 April  2018  Rates | 1 April  2019  Rates | 1 April  2020  Rates | **1 Dec**  **2020**  **Rates** | **1 April**  **2021**  **Rates** |
| 1 | £33,222 | £37,570 | £39,300 | **£40,872** | **£40,872** |
| 2 | £34,050 | £37,570 | £39,300 | **£40,872** | **£40,872** |
| 3 | £35,261 | £37,570 | £40,894 | **£42,530** | **£42,530** |
| 4 | £37,010 | £37,570 | £40,894 | **£42,530** | **£42,530** |
| 5 | £38,088 | £39,495 | £40,894 | **£42,530** | **£42,530** |
| 6 | £39,299 | £39,495 | £41,723 | **£43,392\*** | **£47,846\*** |
| 7 | £40,644 | £40,847 | £41,723 | **£43,392\*** | **£47,846\*** |
| 8 | £42,058 | £42,268 | £46,006 | **£47,846** | **£47,846** |
| 9 | £43,471 | £44,688 | £46,006 | **£47,846** | **£47,846** |

\*From 1 April 2021, £43,392 is removed as a unique pay point and all staff on £43,392 move to the top pay point on the scale, £47,846.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Band 8A | Increment | 1 April 2018 Rates | 1 April 2019 Rates | 1 April 2020 Rates | **1 December**  **2020 Rates** |
| 1 | £42,414 | £45,446 | £49,480 | **£50,470** |
| 2 | £43,471 | £45,446 | £49,480 | **£50,470** |
| 3 | £45,220 | £45,446 | £49,480 | **£50,470** |
| 4 | £46,970 | £47,205 | £49,480 | **£50,470** |
| 5 | £48,989 | £49,234 | £49,480 | **£50,470** |
| 6 | £50,470 | £51,883 | £53,414 | **£54,482** |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Band 8B | Increment | 1 April 2018 Rates | 1 April 2019 Rates | 1 April 2020 Rates | **1 December**  **2020 Rates** |
| 1 | £49,242 | £53,291 | £59,539 | **£60,730** |
| 2 | £50,470 | £53,291 | £59,539 | **£60,730** |
| 3 | £53,026 | £53,291 | £59,539 | **£60,730** |
| 4 | £55,987 | £56,267 | £59,539 | **£60,730** |
| 5 | £58,948 | £59,243 | £59,539 | **£60,730** |
| 6 | £60,563 | £62,259 | £64,095 | **£65,377** |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Band 8C | Increment | 1 April 2018 Rates | 1 April 2019 Rates | 1 April 2020 Rates | **1 December**  **2020 Rates** |
| 1 | £59,090 | £63,570 | £71,365 | **£72,792** |
| 2 | £60,563 | £63,570 | £71,365 | **£72,792** |
| 3 | £63,254 | £63,570 | £71,365 | **£72,792** |
| 4 | £66,216 | £66,547 | £71,365 | **£72,792** |
| 5 | £70,657 | £71,010 | £71,365 | **£72,792** |
| 6 | £72,675 | £74,710 | £76,914 | **£78,452** |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Band 8D | Increment | 1 April 2018 Rates | 1 April 2019 Rates | 1 April 2020 Rates | **1 December**  **2020 Rates** |
| 1 | £70,657 | £76,083 | £85,811 | **£86,611** |
| 2 | £72,675 | £76,083 | £85,811 | **£86,611** |
| 3 | £75,704 | £76,083 | £85,811 | **£86,611** |
| 4 | £79,405 | £79,802 | £85,811 | **£86,611** |
| 5 | £82,611 | £84,211 | £85,811 | **£86,611** |
| 6 | £86,532 | £88,132 | £89,732 | **£90,532** |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Band 9 | Increment | 1 April 2018 Rates | 1 April 2019 Rates | 1 April 2020 Rates | **1 December**  **2020 Rates** |
| 1 | £84,507 | £92,208 | £102,558 | **£103,358** |
| 2 | £86,532 | £92,208 | £102,558 | **£103,358** |
| 3 | £90,608 | £92,208 | £102,558 | **£103,358** |
| 4 | £94,880 | £96,480 | £102,558 | **£103,358** |
| 5 | £99,358 | £100,958 | £102,558 | **£103,358** |
| 6 | £104,050 | £105,650 | £107,250 | **£108,050** |