

**Your pay. Your say.**

# VOTE

## IT'S YOUR PAY. YOU DECIDE.

You've received a pay offer for 2025-26 and 2026-27 from the Scottish government.

The pay offer for NHS Scotland staff on Agenda for Change terms and conditions is:

**4.25% increase from 1 April 2025**

**3.75% increase from 1 April 2026**

Inflation guarantee so pay increases a minimum of 1% higher than average Consumer Price Index (CPI) rate for 2025-26 and for 2026-27.

You have from noon 23 April - noon 14 May to vote.

**VOTE NOW.**

**[rcn.org.uk/ScotlandPay](https://rcn.org.uk/ScotlandPay)**

