

## Single Year Pay Deal 2021/22 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 2021 – 31 March 2022.
2. The pay deal will have an additional backdating to 1 December 2020, meaning any new pay rates are in place from 1 December 2020, and any arrears of pay related to the pay deal will be effective from this date.
3. In order to achieve this, the Scottish Government has committed an overall financial envelope of £323m to uplift Agenda for Change pay rates, with £76 million available for the additional 2020-21 costs, and £247 million for 2021-22. This includes the £20m payment on account that has already been applied.
4. Our aim is to ensure that we retain suitable qualified staff, and attract staff with the skills and experience needed to ensure NHS Scotland meets future demands and expectations. The offer is detailed below:
5. Analysis indicates that the available funding would support the following progressive approach to increasing current Agenda for Change rates:
  - 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

Any supplements and RRP's which increase in line with pay uplifts will be updated as appropriate.

These uplifts would translate into the following 2021-22 pay points.

<b>Band</b>	<b>Points</b>	<b>Scottish 2020/21 Rates</b>	<b>Proposed 2021/22 Rates</b>	<b>% this represents</b>	<b>£ this represents</b>
Band 1	1	<b>£18,478</b>	<b>£19,487</b>	<b>5.46%</b>	<b>£1,009</b>
Band 2	1	<b>£18,600</b>	<b>£19,609</b>	<b>5.42%</b>	<b>£1,009</b>
	2	<b>£20,606</b>	<b>£21,615</b>	<b>4.90%</b>	<b>£1,009</b>
Band 3	1	<b>£20,700</b>	<b>£21,709</b>	<b>4.87%</b>	<b>£1,009</b>
	2	<b>£22,594</b>	<b>£23,603</b>	<b>4.47%</b>	<b>£1,009</b>
Band 4	1	<b>£22,700</b>	<b>£23,709</b>	<b>4.44%</b>	<b>£1,009</b>
	2	<b>£24,973</b>	<b>£25,982</b>	<b>4.04%</b>	<b>£1,009</b>
Band 5	1	<b>£25,100</b>	<b>£26,104</b>	<b>4.00%</b>	<b>£1,004</b>
	2	<b>£26,970</b>	<b>£28,049</b>	<b>4.00%</b>	<b>£1,079</b>
	3	<b>£31,649</b>	<b>£32,915</b>	<b>4.00%</b>	<b>£1,266</b>
Band 6	1	<b>£31,800</b>	<b>£33,072</b>	<b>4.00%</b>	<b>£1,272</b>

	2	<b>£33,305</b>	<b>£34,637</b>	<b>4.00%</b>	<b>£1,332</b>
	3	<b>£39,169</b>	<b>£40,736</b>	<b>4.00%</b>	<b>£1,567</b>
Band 7	1	<b>£39,300</b>	<b>£40,872</b>	<b>4.00%</b>	<b>£1,572</b>
	2	<b>£40,894</b>	<b>£42,530</b>	<b>4.00%</b>	<b>£1,636</b>
	3	<b>£46,006</b>	<b>£47,846</b>	<b>4.00%</b>	<b>£1,840</b>
Band 8A	1	<b>£49,480</b>	<b>£50,470</b>	<b>2.00%</b>	<b>£990</b>
	2	<b>£53,414</b>	<b>£54,482</b>	<b>2.00%</b>	<b>£1,068</b>
Band 8B	1	<b>£59,539</b>	<b>£60,730</b>	<b>2.00%</b>	<b>£1,191</b>
	2	<b>£64,095</b>	<b>£65,377</b>	<b>2.00%</b>	<b>£1,282</b>
Band 8C	1	<b>£71,365</b>	<b>£72,792</b>	<b>2.00%</b>	<b>£1,427</b>
	2	<b>£76,914</b>	<b>£78,452</b>	<b>2.00%</b>	<b>£1,538</b>
Band 8D	1	<b>£85,811</b>	<b>£86,611</b>	<b>0.93%</b>	<b>£800</b>
	2	<b>£89,732</b>	<b>£90,532</b>	<b>0.89%</b>	<b>£800</b>
Band 9	1	<b>£102,558</b>	<b>£103,358</b>	<b>0.78%</b>	<b>£800</b>
	2	<b>£107,250</b>	<b>£108,050</b>	<b>0.75%</b>	<b>£800</b>

6. The Scottish Government will revisit the agreed pay settlement following the outcome of the Pay Review Body's recommendation on Agenda for Change pay in England for 2021/22, with an intention of allocating NHS Scotland Agenda for Change Pay any additional new Barnett consequentials that result from a funded increase for the Agenda for Change pay uplift in England in the Department for Health and Social Care's budget beyond the UK Government's proposals.

**Terms of Reference  
2021-22 Agenda for Change (AfC) Pay and Terms and Conditions Negotiations  
in Scotland**

Purpose

1. This document sets out the parameters within which the Scottish Government, NHS Scotland Employers and NHS Scotland Staff Side will discuss and agree a single year pay deal for NHS Scotland Agenda for Change (AfC) staff for the financial year 2021-22.

Background

2. The Cabinet Secretary for Health and Sport has confirmed the approach to the 2021-22 Agenda for Change pay negotiations as follows:

- Scotland will not provide a remit to the NHS Pay Review Body (PRB), and will instead enter direct negotiations.
- The parties will use their best endeavours to reach agreement on a pay offer by 25 March.
- Scottish Public Sector Pay Policy (SPSPP) will be an anchor point for negotiations.
- The pay premium for Scotland's Agenda for Change staff will continue.

Logistics and Principles

3. Agenda for Change staff in Scotland have already received a 1% payment on account and the parties will now negotiate a full one year settlement for 2021-22.

4. The 21-22 AfC pay settlement for NHS Scotland will be negotiated by a Negotiating Group (the Group) formed by the Scottish Terms and Conditions Committee (STAC). Each party will nominate representatives to negotiate on their behalf.

5. The talks will be conducted in a spirit of mutual respect, confidentiality and cooperation, through STAC.

6. All sides are negotiating on the understanding that once the best possible outcome is reached, the proposed agreement will firstly go to a full STAC meeting, prior to being referred to the Cabinet Secretary for approval. Following that, all stakeholders will then go through their respective consultative processes on the proposed agreement within an agreed timeframe.

7. All sides agree that the settlement for Agenda for Change staff for the 2021/22 financial year must be fair, affordable and sustainable. Scottish Public Sector Pay Policy will act as the anchor points for AfC discussions.

8. There will be no cuts to terms and conditions for AfC staff.

## Remit

9. The negotiations will work to the following remit which will need to receive final approval by the Cabinet Secretary:

*To seek a negotiated settlement between Scottish Government, Employers and Staff Side to cover all Agenda for Change staff for financial year 2021-22.*

## Timeline

10. The intention is to have proposals to put to STAC by the earliest opportunity. Meetings of the Negotiating Group and STAC will be scheduled with a view to achieving this aim.

## Membership of Negotiating Group

Scottish Government / Employer Side	Staff Side