

## Single Year Pay Offer 2022/23 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 2022 – 31 March 2023.
2. In order to achieve this, the Scottish Government has committed an overall financial envelope of £515m to uplift Agenda for Change pay rates.
3. The available funding enables an average pay rise of 7.5% for NHS AfC staff. This will be applied as a minimum pay increase of £2,205, with the majority of AfC staff receiving a pay rise of between 5% and 11.32% and with revisions to the uplift previously offered to staff in Bands 5-8A.
4. The offer includes key reform measures which have been designed expressly to promote staff and patient safety, support long term workforce sustainability and to recognise the breadth of skills and experience of NHS Scotland staff. Measures include establishing a working group to explore the feasibility and implications of reduced hours in the working week, a commitment to review the job descriptions of Band 5 roles and ensuring protected learning time for specific groups, such as staff on agreed learning and development schemes. The offer is detailed in full below.
5. These uplifts would translate into the following 2022-23 pay points.

Band 1	1	£21,692	£2,205	11.32%	£11.09
Band 2	1	£21,814	£2,205	11.24%	£11.16
	2	£23,820	£2,205	10.20%	£12.18
Band 3	1	£23,914	£2,205	10.16%	£12.23
	2	£25,808	£2,205	9.34%	£13.20
Band 4	1	£25,914	£2,205	9.30%	£13.25
	2	£28,187	£2,205	8.49%	£14.42
Band 5	1	£28,384	£2,280	8.73%	£14.52
	2	£30,329	£2,280	8.13%	£15.51
	3	£35,365	£2,450	7.44%	£18.09
Band 6	1	£35,522	£2,450	7.41%	£18.17
	2	£37,087	£2,450	7.07%	£18.97
	3	£43,286	£2,550	6.26%	£22.14
Band 7	1	£43,422	£2,550	6.24%	£22.21
	2	£45,080	£2,550	6.00%	£23.06
	3	£50,506	£2,660	5.56%	£25.83
Band 8A	1	£53,513	£2,548	5.00%	£27.37
	2	£57,767	£2,751	5.00%	£29.54
Band 8B	1	£63,530	£2,205	3.60%	£32.49
	2	£68,223	£2,205	3.34%	£34.89
Band 8C	1	£75,711	£2,205	3.00%	£38.72
	2	£81,426	£2,205	2.78%	£41.65

Band 8D	1	£90,590	£2,205	2.49%	£46.33
	2	£94,629	£2,205	2.39%	£48.40
Band 9	1	£107,840	£2,205	2.09%	£55.15
	2	£112,673	£2,205	2.00%	£57.63

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 addition to the pay uplift, all parties have agreed that the following matters will be taken forward as part of the 2022/23 AfC pay agreement:

### REVIEW OF BAND 5 JOB PROFILES

1. A scoping exercise and review will be undertaken of the existing application of Band 5 nursing job profiles to determine if there are any inconsistencies in their application and if they still are fit for purpose. This will be undertaken in accordance with NHS Scotland job evaluation policy considering our equal pay obligations and responsibilities and with a commitment to ensuring banding outcomes reflect job content.
2. The review will be undertaken in partnership with a mandate and remit agreed by STAC, and will be conducted on a 'once for Scotland' national basis to ensure consistency of any implementation on recommendations across all NHS boards in Scotland.
3. The scoping exercise (to determine the nature and range of the review, and the consistent implementation of review findings) will be complete by the end of March 2023. The review process on all identified Band 5 posts should be completed at NHS board level by 31 December 2023. The scoping exercise will take into account and agree what can reasonably be delivered by this date.

### PROTECTED LEARNING TIME

1. A working group will be established to consider the learning time for professional groups of Agenda for Change (AFC) staff, and will be compliant with responsibilities as set out in the National Health Services (Scotland) act 1978 at section 12II as revised through Section 4 of the Health and Care (Staffing) (Scotland) Act 2019. Which states

*“In complying with the duty imposed by section 12IA, every Health Board and the Agency must ensure that its employees receive— (a)such training as it considers appropriate and relevant for the purposes set out in section 12IA(1)(a) and (b), and (b)such time and resources as it considers adequate to undertake such training.”*

2. Any recommendations made by this group will support the recruitment and retention of staff, their development and wellbeing, and have due regard to the need of health boards to manage the day-to-day deployment of staff in line with

existing and future service provision responsibilities. Implementation of this review will require that the predicted absence allowance is reviewed and/or adjusted to reflect the impact at team level, ensuring adherence to agreed paid protected learning time for staff.

3. The review will be undertaken in partnership with a mandate and remit agreed by SWAG. The review will report its initial findings by 31<sup>st</sup> March 2023 with recommendations and a detailed implementation plan.

#### PERMANENT OVERTIME FOR BANDS 8 AND 9

1. We will retain, on a permanent basis, the ability for AfC Band 8's and 9 to be paid overtime in line with local Board arrangements.

#### MILEAGE

1. The current temporary enhanced mileage in NHS Scotland will be maintained until the UK Staff Council review is concluded.

#### WORKING WEEK

1. A working group will be established to explore the feasibility and implications of reduced hours in the working week, with the aim of getting to a 36-hour working week without the loss of earnings within an agreed timescale taking account of matters including, but not limited to, service provisions, safe staffing levels, staff wellbeing, and costs. Implementation of any recommendations will be costed and fully resourced and will be reflected in local NHS board workforce plans and set out in future NHS Scotland health and social care workforce plans.

#### DISCUSSIONS RELATING TO FUTURE YEARS

1. All parties agree to discussions within STAC which consider appropriate options on potential mechanisms through which future pay and related conditions of service discussions can best be progressed. These options will be for the consideration and decision of Scottish Ministers. Discussions relating to 2023/24 will commence as soon as is practically possible following conclusion of the Scottish budget and settlement of the 2022/23 pay deal within NHS Scotland.