

Single Year Pay Offer 2022/23 for NHS Agenda for Change Staff

1. for NHS Scotland Agenda for Change staff for the financial year 1 April 2022 to 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

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 31st March 2023 with recommendations and a detailed implementation plan.

PERMANENT OVERTIME FOR BANDS 8 AND 9

1. paid overtime in line with local Board arrangements.

MILEAGE

1. The current temporary enhanced mileage in NHS Scotland will be maintained