



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 for 2023-24.
2. The 2023-24 Agenda for Change pay uplift will be effective from the 1 April 2023.
3. This settlement has been negotiated and agreed between the Scottish Government and Scottish Agenda for Change trade unions and staff representative groups.
4. Under the agreement, most staff will receive a consolidated uplift of 6.5%, with a floor of £1,548 and a cap of £3,755.

**One-Off Non-Consolidated Addition**

5. In addition to the consolidated uplift, staff will also receive a one-off non-consolidated addition ranging between £387 and £939, depending on an individual's place on the Agenda for Change pay matrix. For clarity, the sum is non-superannuable and not included for the calculation of hourly rates. It will be paid pro-rata for part time staff. It will be paid based upon the incremental point and contracted hours in place on 1st April 2023.
6. For staff on leave e.g. sickness absence, maternity, paternity, shared parental, career break etc, the additional payment will be based on the employee's

21 March 2023

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**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

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**Enquiries to:**

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Health Workforce  
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contracted hours held on record, that being those in place prior to the commencement of the leave.

### **Revised Pay Rates**

7. **Annex A** sets out the revised 2023-24 pay rates in full and **Annex B** sets these in the context of individual pay journeys.

### **Scottish Living Wage**

8. NHS Scotland is a Living Wage employer and, as such, the lowest available salary of £23,240 translates into an hourly rate of £11.89 per hour, which is considerably above the Scottish Living Wage rate of £10.90 per hour.

### **On-Call Availability Allowance**

9. In line with paragraph 7.2 of [PCS\(AFC\)2015/3](#), the On-Call Availability Allowance is increased by 6.5% to £24.07 per session from 1 April 2023.

### **Pay Protection**

10. Staff on organisational change pay protection as at 1 April 2023 should have their protected earnings levels increased by the appropriate pay uplift flat rate / percentage for their place on the scale.

11. 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)**

12. Any RRP's which increase in line with pay uplifts should be increased by 6.5% from 1 April 2023.

### **Cabinet Secretary Approval**

13. 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**

14. NHS Boards and Special Health Boards should ensure that the new rates are paid from 1 April 2023.

## Enquiries

15. Employees should direct their personal enquiries to their employing NHS Board or Special Health Board.

16. This circular can be found online at:

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

17. 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



**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 21 March 2023 – PCS(AFC)2023/2 – 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**

Deputy Director

Health Workforce: Pay, Practice and  
Partnership Division

21 March 2023

## NHS SCOTLAND AGENDA FOR CHANGE PAY RATES AS AT 1 APRIL 2023

Band	Pt	2022/23 Rates	2023/24 Rates	Consolidated Uplift %	Consolidated Uplift £	One-off Non-Con Addition	Total In-year Addition %	Total In-year Addition £
Band 1	1	£21,692	<b>£23,240</b>	7.14%	£1,548	<b>£387</b>	8.92%	£1,935
Band 2	1	£21,814	<b>£23,362</b>	7.10%	£1,548	<b>£387</b>	8.87%	£1,935
	2	£23,820	<b>£25,368</b>	6.50%	£1,548	<b>£387</b>	8.12%	£1,935
Band 3	1	£23,914	<b>£25,468</b>	6.50%	£1,554	<b>£389</b>	8.12%	£1,943
	2	£25,808	<b>£27,486</b>	6.50%	£1,678	<b>£420</b>	8.13%	£2,098
Band 4	1	£25,914	<b>£27,598</b>	6.50%	£1,684	<b>£421</b>	8.12%	£2,105
	2	£28,187	<b>£30,019</b>	6.50%	£1,832	<b>£458</b>	8.12%	£2,290
Band 5	1	£28,384	<b>£30,229</b>	6.50%	£1,845	<b>£461</b>	8.13%	£2,306
	2	£30,329	<b>£32,300</b>	6.50%	£1,971	<b>£493</b>	8.13%	£2,464
	3	£35,365	<b>£37,664</b>	6.50%	£2,299	<b>£575</b>	8.12%	£2,874
Band 6	1	£35,522	<b>£37,831</b>	6.50%	£2,309	<b>£577</b>	8.13%	£2,886
	2	£37,087	<b>£39,498</b>	6.50%	£2,411	<b>£603</b>	8.13%	£3,014
	3	£43,286	<b>£46,100</b>	6.50%	£2,814	<b>£703</b>	8.12%	£3,517
Band 7	1	£43,422	<b>£46,244</b>	6.50%	£2,822	<b>£706</b>	8.13%	£3,528
	2	£45,080	<b>£48,010</b>	6.50%	£2,930	<b>£733</b>	8.12%	£3,663
	3	£50,506	<b>£53,789</b>	6.50%	£3,283	<b>£821</b>	8.13%	£4,104
Band 8A	1	£53,513	<b>£56,992</b>	6.50%	£3,478	<b>£870</b>	8.12%	£4,348
	2	£57,767	<b>£61,522</b>	6.50%	£3,755	<b>£939</b>	8.12%	£4,694
Band 8B	1	£63,530	<b>£67,285</b>	5.91%	£3,755	<b>£939</b>	7.39%	£4,694
	2	£68,223	<b>£71,978</b>	5.50%	£3,755	<b>£939</b>	6.88%	£4,694
Band 8C	1	£75,711	<b>£79,466</b>	4.96%	£3,755	<b>£939</b>	6.20%	£4,694
	2	£81,426	<b>£85,181</b>	4.61%	£3,755	<b>£939</b>	5.76%	£4,694
Band 8D	1	£90,590	<b>£94,345</b>	4.15%	£3,755	<b>£939</b>	5.18%	£4,694
	2	£94,629	<b>£98,384</b>	3.97%	£3,755	<b>£939</b>	4.96%	£4,694
Band 9	1	£107,840	<b>£111,595</b>	3.48%	£3,755	<b>£939</b>	4.35%	£4,694
	2	£112,673	<b>£116,428</b>	3.33%	£3,755	<b>£939</b>	4.17%	£4,694

## FULL NHS SCOTLAND AGENDA FOR CHANGE PAY RATES AS AT 1 APRIL 2023

Band 1	Yearly Increment	2022/23 Rates	2023/24 Rates
	1		£21,692

Band 2	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£21,814	<b>£23,362</b>
	2	£21,814	<b>£23,362</b>
	3	£23,820	<b>£25,368</b>

Band 3	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£23,914	<b>£25,468</b>
	2	£23,914	<b>£25,468</b>
	3	£25,808	<b>£27,486</b>

Band 4	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£25,914	<b>£27,598</b>
	2	£25,914	<b>£27,598</b>
	3	£25,914	<b>£27,598</b>
	4	£28,187	<b>£30,019</b>

Band 5	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£28,384	<b>£30,229</b>
	2	£28,384	<b>£30,229</b>
	3	£30,329	<b>£32,300</b>
	4	£30,329	<b>£32,300</b>
	5	£35,365	<b>£37,664</b>

Band 6	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£35,522	<b>£37,831</b>
	2	£35,522	<b>£37,831</b>
	3	£37,087	<b>£39,498</b>
	4	£37,087	<b>£39,498</b>
	5	£37,087	<b>£39,498</b>
	6	£43,286	<b>£46,100</b>

Band 7	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£43,422	<b>£46,244</b>
	2	£43,422	<b>£46,244</b>
	3	£45,080	<b>£48,010</b>
	4	£45,080	<b>£48,010</b>
	5	£45,080	<b>£48,010</b>
	6	£50,506	<b>£53,789</b>

Band 8A	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£53,513	<b>£56,992</b>
	2	£53,513	<b>£56,992</b>
	3	£53,513	<b>£56,992</b>
	4	£53,513	<b>£56,992</b>
	5	£53,513	<b>£56,992</b>
	6	£57,767	<b>£61,522</b>

Band 8B	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£63,530	<b>£67,285</b>
	2	£63,530	<b>£67,285</b>
	3	£63,530	<b>£67,285</b>
	4	£63,530	<b>£67,285</b>
	5	£63,530	<b>£67,285</b>
	6	£68,223	<b>£71,978</b>

Band 8C	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£75,711	<b>£79,466</b>
	2	£75,711	<b>£79,466</b>
	3	£75,711	<b>£79,466</b>
	4	£75,711	<b>£79,466</b>
	5	£75,711	<b>£79,466</b>
	6	£81,426	<b>£85,181</b>

Band 8D	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£90,590	<b>£94,345</b>
	2	£90,590	<b>£94,345</b>
	3	£90,590	<b>£94,345</b>
	4	£90,590	<b>£94,345</b>
	5	£90,590	<b>£94,345</b>
	6	£94,629	<b>£98,384</b>

Band 9	Yearly Increment	2022/23 Rates	2023/24 Rates
	1	£107,840	<b>£111,595</b>
	2	£107,840	<b>£111,595</b>
	3	£107,840	<b>£111,595</b>
	4	£107,840	<b>£111,595</b>
	5	£107,840	<b>£111,595</b>
	6	£112,673	<b>£116,428</b>

