

NHS Scotland

Agenda for Change 2021/22 Pay Offer Question and Answer

Q1. I understand that Scottish Government has made a pay offer to NHS Scotland Staff who are on Agenda for Change terms and conditions of service. What happens next?

A1. Staff side organisations have received the formal pay offer. They will now consult and discuss the offer in accordance with their organisations consultative processes and procedures.

Q2. How long will consultation last?

A2. The process will last for at least 6 weeks and the STAC staff side have arranged to meet on the 12th of May to discuss the outcomes from their consultation processes.

Q3. What happens if the offer is accepted?

A3. If accepted, the Scottish Terms and Conditions Committee (STAC) will work together to implement the new pay arrangements as quickly as is practical.

Q4. When will I get my new pay if the offer is accepted?

A4. If accepted, the aim would be to pay the new rates as soon as practical, with arrears paid the subsequent month. Staff would be informed of the timetable for payment.

Q5. As I have already received 1% “payment on account”, what happens to that when the new rates are applied?

A5. The 1% payment on account was an advance on pay, so this will be absorbed into the full uplift when it is applied. The payment on account was effective from 1 December 2020 and the full agreed uplift will also be effective from that date. For example, if the pay agreement entitles you to a 4% uplift when the new rates are applied, your salary will only increase by 3% as your salary has already been increased by 1% through the payment on account provision. Unsocial hour and enhancement allowances will also be increased in accordance with the new pay rates.

Q6. What will happen to the On Call Availability Allowance, Recruitment and Retention Premia and the Scottish Distant Islands Allowance?

A6. These will be increased by 4% in line with the pay settlement.

Q7. What does the reference in the offer about Barnett Consequentials mean?

A7. The Scottish Government's budget is made up of a number of different funding sources, including devolved tax revenues, and Barnett formula-based block grant funding from the UK Government. Under the Barnett formula, the Scottish Government receives a population-based proportion of changes in planned UK Government spending on devolved services in England, or England and Wales.

For example, if funding for England's Department of Health and Social Care (DHSC) increases, the Scottish Government receives a population based increase in its funding, known colloquially as 'Barnett consequentials'. Similarly, if DHSC's budget decreases, the Scottish Government's budget would decrease as a population-based proportion of that decrease. This paragraph of the offer concerns the treatment of any 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.

Q8. If the offer is accepted, will it also apply to contractor staff who are covered by the Two Tier agreement?

A8. Yes, contractor staff covered by the Two Tier agreement will also be paid in accordance with the new pay rates.

Q9. How will the pay uplift be applied for staff on one of the pay points in Bands 5, 6 and 7 which disappeared on 1 April 2021.

A9. The restructuring of Bands 5, 6 and 7 was part of the previous pay deal agreed in 2018 and does not change. Staff on those points would therefore receive the appropriate pay uplift on 1 December 2020 before the point disappears on 1 April 2021 and they move to the top of their Band, as set out in [PCS\(AFC\)2021/1](#).