

**HUMAN RESOURCES DIRECTORATE
PAY AND EMPLOYMENT UNIT**

Chief Executive of each HSS Board, HSC Trust, the Central Services Agency and each Special Agency¹

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Your Reference: **HSS (AfC)(7) 2008**

9 July 2008

Dear Colleagues

PAY AND CONDITIONS FOR NHS STAFF COVERED BY THE AGENDA FOR CHANGE AGREEMENT: 2008 Pay Award

Summary

1. The attached NHS Circular (AforC) 3/2008 advises employers of changes in the pay and terms and conditions for staff on Agenda for Change contracts. This pay Circular informs HSC employers of a multi year pay settlement and will apply to national pay scales that take effect from 1 April 2008, 1 April 2009 and 1 April 2010. The up-rated pay scales for 2008/9 are set out with this circular. A revised Section 25 of the handbook "Time Off and Facilities for Trade Union Representatives" will also apply and this is included in the NHS Terms and Conditions of Service handbook. A copy of the NHS Terms and Conditions of Service handbook can be downloaded from the NHS Employers website at the following address: <http://www.nhsemployers.org/pay-conditions/pay-conditions-3828.cfm>. The content of this Circular has been agreed with locally recognised trade unions.


Rates of pay for 2008/09

2. In Northern Ireland the national rates of pay will be uplifted by 2.75% with effect from 1 April 2008. This is in direct response to the NHS Pay Review Body's recommendation that Northern Ireland aligns its pay scales by 31 March 2008 to reflect the uplift which was eventually implemented in England, Scotland and Wales in 2007/08.
3. Employers should implement the new rates from 1 April 2008 as soon as possible.

¹ Health and Social Services Boards, HSC Trusts, the Central Services Agency (CSA), the Health Promotion Agency, the Northern Ireland Blood Transfusion Service Agency, the Northern Ireland Regional Medical Physics Agency, the Northern Ireland Guardian ad Litem Agency, the Northern Ireland Practice & Education Council for Nursing, Midwifery & Health Visiting (NIPEC), the Northern Ireland Social Care Council (NISCC), the Northern Ireland Regulation and Quality Improvement Authority and the Northern Ireland Medical and Dental Training Agency (NIMDTA)

Enquiries

4. Enquiries about the contents of this Circular should be directed to, Human Resources Directorate, Pay and Employment Unit, Room D1, Castle Buildings, Stormont, Upper Newtownards Road, Belfast BT4 3SJ (telephone 028 90522832), email: p&e@dhsspsni.gov.uk.
5. **Employees should direct personal enquiries to their employer.**
6. Further copies of this Circular can be obtained from the Department's extranet site at <http://extranet.dhsspsni.gov.uk> or the Department's website at <http://www.dhsspsni.gov.uk>



Roseanne Owens

PP: DIANE TAYLOR
Deputy Director

19 June 2008

Pay Circular (AforC) 3/2008

Pay and conditions for NHS Staff Covered by the Agenda for Change agreement

To: All NHS employers

Dear Colleague,

Summary

This circular informs NHS employers of the changes in the pay and terms and conditions for staff on Agenda for Change contracts. A multi year pay settlement will apply to national pay scales that take effect from 1 April 2008, 1 April 2009 and 1 April 2010. The up-rated pay scales for 2008/9 are set out with this circular. A revised [Section 25](#) of the handbook "Time Off and Facilities for Trade Union Representatives" will also apply and this is included in the NHS Terms and Conditions of Service handbook.

The NHS Pay Review Body will continue to gather evidence throughout the period of the multi year pay settlement. In the event that the NHS Pay Review Body receives and identifies new evidence of a significant and material change in recruitment and retention and wider economic and labour market conditions, it may request a remit from the Secretary of State to review the increases set out in this agreement for 2009/10 and/or 2010/11.

Action

Uplifts to national salary scales and allowances

1. The revised national pay scales for 2008/09 set out in this circular apply in full with effect from 1 April 2008. Please implement and back date the new awards as soon as possible.

Uplifts to National pay scales from 1 April 2008

2. This circular provides details of:
 - An increase of 2.75% to the national salary scales from 1 April 2008.

- An increase of 2.75% to the national recruitment and retention premia payable for qualified maintenance craftsmen and technicians under the terms of Annex R paragraph 13 of the handbook and healthcare chaplains under paragraph 15.
- Increases to the minima and maxima value of high cost area supplements from 1 April 2008. This includes an increase of £284 to the minimum of High Cost Area supplements for Inner and Outer London (but not the fringe) which is required as a consequence of an agreement by the national parties to the pensions review.
- An increase of 2.75% to the value of cash allowances payable for on-call work.

Uplifts to national pay scales from 1 April 2009 and 1 April 2010

3. NHS Employers will publish further circulars to confirm the published pay scales for 2009/10 and 2010/11, in time to allow payment in April 2009 and 2010 respectively. For information purposes, indicative pay rates for years 2009 and 2010 are set out [here](#).

Time off and Facilities for Trades Union Representatives

4. The NHS Staff Council has also reached agreement on a revised Section 25 of the handbook. The expectation is that organisations will ensure that locally agreed arrangements are consistent with the principles set out in this agreement.

Support for clinical staff requiring professional registration in Agenda for Change pay bands 5 to 8A

5. Employers are reminded that as part of the pay settlement for 2007/08 it was agreed that a contribution of £38 will be paid to support the clinical registration fees for those staff in England where registration with the regulatory bodies is mandatory in order to practice. Payments should be made to appropriate staff in bands 5-8(A) inclusive from the 1 November 2007 and each year until November 2010 by when it will have been reviewed. This allowance should have been paid to staff requiring registration with the General Optical Council (GOC). Annex W of the NHS terms and conditions of service handbook has been revised accordingly.

Effect of Amendments

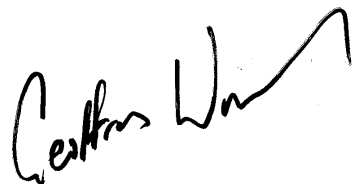
6. The revised national rates made effective by this pay circular replace those notified in Pay Circular (AforC) 4/2007.
7. Details of the changes made effective by this circular are in the Appendix attached.
8. The pay rates from 1 April 2008 have been calculated on the basis of a cumulative uplift using the Agenda for Change pay rates applicable on the 1 October 2004 as the baseline figures to maintain relativity, and may therefore differ slightly from figures

calculated by applying the uplift to the figures at 1 November 2007.

Enquiries

9. Employees should direct personal enquiries to their employer.
10. Employers should direct enquiries to: agendaforchange@nhsemployers.org.
11. Copies of this circular can be downloaded from: www.nhsemployers.org
12. A copy of the NHS Terms and Conditions of Service handbook can be downloaded from the NHS Employers website at the following address:
<http://www.nhsemployers.org/pay-conditions/pay-conditions-3828.cfm>
13. Prior to establishment of NHS Employers in November 2004 responsibility to inform the NHS of uplifts in pay and allowances payable to non-medical staff rested with the Department of Health and was published in Advance Letters. Copies of previous Advance Letters from 1995 onwards may be obtained from the Department of Health website at the following address: www.dh.gov.uk/letters.

Issued by



Geoffrey Winnard
Head of Agenda for Change (Non-Medical Pay)
NHS Employers

APPENDIX

Pay Circular (AforC) 3/2008

NHS TERMS AND CONDITIONS OF SERVICE HANDBOOK

The changes made effective by this circular are:

Amendments to pay rates effective from 1 April 2008, are set out in Annex C of the [Handbook](#). Annex C has been attached to this pay circular for information purposes. Pay rates for the 1 April and 1 November 2007 will move to Annex B and will become Table 12c and 12d this will form a chronological record of pay rates since 1 October 2004.

Amendments to high cost area payments effective from 1 April 2008, are set out in Annex I (Table 19) of the [Handbook](#). Annex I (Table 19) has been attached to this pay circular for information purposes. High Cost Area payments for the 1 April and 1 November 2007 will become Table 18c this will form a chronological record of High Cost Area payments since 1 October 2004. These are the changes for information purposes:

Inner London:

- Minimum payment: delete £3,468 and replace with **£3,855** from 1 April 2008
- Maximum payment: delete £5,779 and replace with **£5,938** from 1 April 2008

Outer London:

- Minimum payment: delete £2,890 and replace with **£3,261** from 1 April 2008.
- Maximum payment: delete £4,045 and replace with **£4,156** from 1 April 2008

Fringe:

- Minimum payment: delete £867 and replace with **£891** from 1 April 2008
- Maximum payment: delete £1,503 and replace with **£1,544** from 1 April 2008

Section 25: Time Off and Facilities for Trade Union Representatives has been revised.

The old section 25 should be removed and a new section 25 is set out in the [Handbook](#).

Implementation Annexes

See [Handbook](#) for amendments to Annex R - the changes are outlined below for information purposes:

- Paragraph 13 Annex R – line 4: delete £3,016 (from April 2007) rising to £3,046 from November 2007 and insert **£3.130 from 1 April 2008**.
- Paragraph 17: – delete **1 April 2007 and subsequently 1 November 2007** in the first sentence – and insert **1 April 2008**.

See [Handbook](#) for amendments to Annex W - the change is outlined below for information purposes:

Add to the list at paragraph 5:

- General Optical Council (GOC)

See [Handbook](#) for the following new entry: Annex A1: Principles and Best Practice of Partnership Working

ANNEX C**Table 13****Pay Bands and Pay Points on Second and Third Pay Spines from 1 April 2008**

Point	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8				Band 9
								Range A	Range B	Range C	Range D	
1	12,517											
2	12,922	12,922										
3	13,269	13,269										
4	13,617	13,617										
5		14,023										
6		14,428										
7		14,834	14,834									
8		15,356	15,356									
9		15,950	15,950									
10			16,307									
11			16,781									
12			17,316	17,316								
13			17,732	17,732								
14				18,385								
15				19,038								
16				19,631								
17				20,225	20,225							
18				20,818	20,818							
19					21,373							
20					22,085							
21					22,797							
22					23,450							
23					24,103	24,103						
24					25,054	25,054						
25					26,123	26,123						
26						27,191						
27						28,141						
28						29,091	29,091					
29						30,041	30,041					
30						31,109	31,109					
31						32,653	32,653					
32							33,603					
33							34,672					
34							35,859					
35							37,106	37,106				
36							38,352	38,352				
37								39,896				
38								41,439				
39								43,221	43,221			
40								44,527	44,527			
41									46,782			
42									49,394			
43									52,007	52,007		
44									53,432	53,432		
45										55,806		
46										58,419		
47										62,337	62,337	
48										64,118	64,118	
49											66,790	
50											70,055	
51											73,617	73,617
52											77,179	77,179
53												80,883
54												84,765
55												88,835
56												93,098

Table 19

From 1 April 2008

Area	Level (1 April 2008)
Inner London	20% of basic salary, subject to a: <ul style="list-style-type: none"> • Minimum payment of £3,855 and a maximum payment of £5,938 *
Outer London	15% of basic salary, subject to a: <ul style="list-style-type: none"> • Minimum payment of £3,261 and a maximum payment of £4,156*
Fringe	5% of basic salary, subject to a: Minimum payment of £891 and a maximum payment of £1,544

* The national parties to the pensions review agreed that the minimum level of HCAS payments would increase by £284 in Inner and Outer London (but not Fringe) at 31 March 2008. The figures for 2009 therefore reflect this.

Annex W

Support for professional fees for staff in bands 5 to 8A (England only)

1. Clinical staff in pay bands 5 to 8A inclusive who are in professions where registration with one of the regulatory bodies is mandatory in order to practice, will be paid an allowance of up to £38 as a contribution to the payment of their clinical registration fees.
2. Where registration fees are charged at a rate less than the set allowance (e.g. for new registrants) then the allowance should be restricted to the amount that is actually paid annually.
3. The allowance will be paid directly to individual employees, who will continue to be responsible for paying their fees and for notifying HMRC to obtain tax relief.
4. Payment will be made from 1 November 2007 and each year until November 2010 inclusive by which time it will have been reviewed.
5. This allowance will cover relevant staff requiring registration by the:
 - **Nursing and Midwifery Council (NMC).**
 - **Health Professions Council (HPC)**
 - **General Dental Council (GDC)**
 - **Royal Pharmaceutical Society**
 - **General Social Care Council (GSCC)**
 - **General Optical Council (GOC)**
6. Where employees work for more than one NHS organisation, it is their

responsibility to ensure that they only claim this allowance once, from their main employment.