

Dear Colleague,

This letter tells you about plans for a new pay system in the NHS, known as *Agenda for Change*, and an associated *three year pay deal*.

This new pay system has been discussed over the last few years by the UK Health Departments, NHS Employers and NHS Staff Organisations. Negotiations on the new system were successfully completed at the end of November last year, and details of the proposals are now available at [www.doh.gov.uk/agendaforchange](http://www.doh.gov.uk/agendaforchange). Further summary information including a booklet and answers to common questions will be available shortly.

If you are a member of an NHS staff organisation, you will be asked over the next few weeks whether you approve of the *Agenda for Change* pay system and *the three year pay deal*. Once all staff organisations have consulted their members, they will then meet with the UK health departments and NHS employers representatives to decide whether there is sufficient support to pay the proposed increase and start moving staff on to the new pay system. If there is sufficient support, the first pay increase under the *three year pay deal* will be made for everyone, and the first staff will move across to the new pay system in a number of volunteer “early implementer” sites across England.

### **Joint Chairs and Secretaries**

*Agenda for Change*

### **Pay modernisation talks**

**NB The Agenda for Change pay system does not apply to Social Services staff working on National Joint Council (NJC) terms and conditions of service within HPSS. This will be subject of further negotiations with the staff organisations in Northern Ireland representing those staff**