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2 August 2007

Dear Mike

PAY FOR GROUPS COVERED BY THE PAY NEGOTIATING COUNCIL (PNC) FOR 2007/8

Following a series of discussions culminating at meetings of the NHS Staff Council Executive, on 24 and 30 July, we are now able to make a revised offer for the pay uplift for 2007/8 and related matters for the staff groups on Agenda for Change contracts that fall within the remit of the PNC.

The offer for staff in England is set out in full in the annex to this letter. This also makes clear the position in each of the four UK countries which arises from health departments' differential handling of review body outcomes.

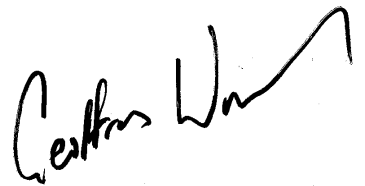
In order to ensure equal pay for equal value, the Agenda for Change agreement requires there to be direct linkage between pay awards made to the staff under the remit of the PNC and those within the remit of the pay review body. As this offer relates only to the PNC, we would request that the provisions of paragraph 40.4 of the NHS Terms and Conditions are invoked so as to allow the NHS Staff Council to consider the position for staff covered by the pay review body. The revised offer encompasses those changes that would need to be made to achieve harmonisation across the Agenda for Change pay spines.

In addition, I would confirm that other elements of our offer which was set out in our earlier letter of 13 March. These being:-

- A 1.5% uplift in the minimum and maximum of the High Cost Area (HCA) Supplements for Inner London, Outer London and the Fringe from 1st April 2007 with the remainder of the uplift being paid from 1st November 2007.
- An increase in the value of national recruitment and retention payments in line with the general increases in basic pay.
- An increase in the allowances paid under the interim unsocial hours regime (Section 2 paragraph 2.6) to ancillary staff undertaking rotary or alternating shifts in line with the general staged pay award.

We understand that the Staff Side organisations will need to consult with their constituent groups and hope that this letter provides you with the information that will enable you to do so.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Geoffrey Winnard', with a stylized flourish at the end.

Geoffrey Winnard

On behalf of

**Employer's Side of the
Pay Negotiating Council/NHS Staff Council**

Copy:

**Nigel Turner
Joe Brayford
Gill Bellord
Colin McGowan Scottish Executive
Ian Stead NAW
David Bingham Northern Ireland**