

Pay Circular (AforC) 2/2011

NHS terms and conditions of service handbook (amendment number 23): pay and conditions for NHS staff covered by the Agenda for Change agreement

To: All NHS employers

Summary

This pay circular informs employers of the changes to national pay bands that take effect from 1 April 2011 for staff covered by the Agenda for Change agreement. This follows the Government's Emergency Budget announcement for a two-year pay freeze from 2011/2012 for public sector workforces, except for those employees earning a full time equivalent of £21,000 or less. These staff will receive an increase of £250 in 2011/2012.

Action

Changes to national pay points and pay bands from 1 April 2011

1. The revised national pay scales for 2011/12 set out in this circular apply in full from 1 April 2011.
2. The changes to pay points on the pay spine and in the pay bands are:
 - a flat rate increase of £250 to pay spine points 1 – 15
 - as part of the 2008-2011 negotiated pay agreement, the top pay point of Pay Band 5 (pay spine point 23) increases by 0.33% from 1 April 2011 with consequential adjustments to pay spine points 18, 19, 21 and 22. The new values, effective from 1 April 2011, are in Table 13 in Annex C attached
 - all remaining pay points on the pay spine and the corresponding pay points in the connected pay bands are unchanged from their 1 April 2010 values.

Effect of this amendment

3. The revised national rates made effective by this pay circular replace those notified in Pay Circular (AforC) 2/2010.
4. Details of the changes made effective by this circular are in Appendix C attached.
5. Employees must direct personal enquiries to their employer.

24 March 2011

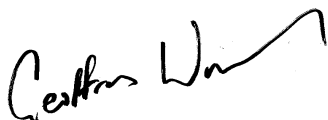
The NHS Terms and Conditions of Service Handbook

Pay circular (AforC) 2/2011

Enquiries

6. Employers should direct enquiries to: www.agendaforchange@nhsemployers.org
7. Copies of this circular can be downloaded from: www.nhsemployers.org
8. A copy of the NHS Terms and Conditions of Service Handbook can be downloaded from the NHS Employers website at the following web address:
www.nhsemployers.org/PayAndContracts/AgendaForChange/Pages/Afc-AtAGlanceRP.aspx
9. Prior to the establishment of NHS Employers in November 2004, responsibility to inform the NHS of changes to pay and allowances for staff on Agenda for Change contracts rested with the Department of Health. Changes were published in Advance Letters. Copies of Advance Letters going back to 1995 may be obtained from the Department of Health website at the following address:
www.dh.gov.uk/en/Publicationsandstatistics/Lettersandcirculars/Advancedletters/index.htm

Issued by



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

Annex

Pay circular (AforC) 2/2011

NHS terms and conditions of service handbook: amendment number 23

The changes made effective by this circular are:

Title page

“Amendment number 22” is deleted and replaced by “**Amendment number 23**”

“Pay circular (AforC) 1/2011” is deleted and replaced by “**Pay circular (AforC) 2/2011**”.

Pay rates Annex B is a chronological record of pay rates since 1 October 2004:

- table 12(f) pay bands effective from 1 April 2009 is a replacement page - no values or text have been amended and it is attached for ease of reference
- table 13 in Annex C becomes Table 12 (g) in Annex B
- table 13 in Annex C contains the new pay point values on the pay spine and in the pay bands effective from 1 April 2011
- the copy of Annex C pay rates effective from 1 April 2011 reproduced in this circular replaces Annex C in the handbook.

NHS terms and conditions of service handbook

Amendment number 23

Pay Circular (AforC) 2/2011

Annex B

Table 12f

Pay bands and pay points on the second pay spine in England from
1 April 2009

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	13,233	13,233										
2	13,588	13,588										
3	13,944	13,944										
4		14,359										
5		14,774										
6		15,190	15,190									
7		15,725	15,725									
8		16,333	16,333									
9		16,698										
10			17,184									
11			17,732	17,732								
12			18,157	18,157								
13				18,826								
14				19,495								
15				20,102								
16				20,710	20,710							
17				21,318	21,318							
18					22,152							
19					23,019							
20					23,345							
21					24,013							
22					24,831	24,831						
23					25,829	25,829						
24					26,839	26,839						
25						27,844						
26						28,816						
27						29,789	29,789					
28						30,762	30,762					
29						31,856	31,856					
30						33,436	33,436					
31							34,410					
32							35,504					
33							36,719					
34							37,996	37,996				
35							39,273	39,273				
36								40,853				
37								42,434				
38								44,258	44,258			
39								45,596	45,596			
40									47,905			
41									50,580			
42									53,256	53,256		
43									54,714	54,714		
44										57,146		
45										59,821		
46											63,833	
47											65,657	
48												68,393
49												71,736
50												75,383
51												79,031
52												82,824
53												86,800
54												90,967
55												95,333

Note: with effect from 1 April 2009 Band 1 will consist of three spine points only. Employees who are on the minimum of Band 1 as at 31 March 2009 will transfer to the new minimum point with effect from 1 April 2009 and their incremental point will become 1 April 2010. All the pay points have now been renumbered and the total scale is reduced from 56 to 55 points.

Annex B

Table 12g

Pay bands and pay points on the second pay spine in England from
1 April 2010

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	13,653	13,653										
2	14,008	14,008										
3	14,364	14,364										
4		14,779										
5		15,194										
6		15,610	15,610									
7		16,145	16,145									
8		16,753	16,753									
9			17,118									
10			17,604									
11			18,152	18,152								
12			18,577	18,577								
13				19,250								
14				19,933								
15				20,554								
16				21,176	21,176							
17				21,798	21,798							
18					22,663							
19					23,563							
20					24,554							
21					25,472	25,472						
22					26,483	26,483						
23					27,534	27,534						
24						28,470						
25						29,464						
26						30,460	30,460					
27						31,454	31,454					
28						32,573	32,573					
29						34,189	34,189					
30							35,184					
31							36,303					
32							37,545					
33							38,851	38,851				
34							40,157	40,157				
35								41,772				
36								43,388				
37								45,254	45,254			
38								46,621	46,621			
39									48,983			
40									51,718			
41									54,454	54,454		
42									55,945	55,945		
43									58,431			
44									61,167			
45									65,270	65,270		
46									67,134	67,134		
47										69,932		
48										73,351		
49										77,079	77,079	
50										80,810	80,810	
51											84,688	
52											88,753	
53											93,014	
54											97,478	

Note: with effect from 1 April 2010 pay spine point 20 in pay band 5 has been removed. The incremental date of staff on the removed pay spine point (point 20) will change to 1 April. Staff on pay spine point 20 on 31 March 2010 will move to the new pay spine point 20 on 1 April 2010 and will have a new incremental date of 1 April 2011. Staff on pay spine point 21 and above on 31 March 2010 will have their pay spine point renumbered but will retain their existing incremental date where applicable and will progress to the next pay spine point on their normal incremental date. Pay point 20 and all the following pay spine points have been renumbered and the total pay spine is reduced from 55 to 54 points.

Annex C

Table 13

Pay bands and pay points on the second pay spine in England from
1 April 2011

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	13,903	13,903										
2	14,258	14,258										
3	14,614	14,614										
4		15,029										
5		15,444										
6		15,860	15,860									
7		16,395	16,395									
8		17,003	17,003									
9			17,368									
10			17,854									
11			18,402	18,402								
12			18,827	18,827								
13				19,500								
14				20,183								
15				20,804								
16				21,176	21,176							
17				21,798	21,798							
18					22,676							
19					23,589							
20					24,554							
21					25,528	25,528						
22					26,556	26,556						
23					27,625	27,625						
24						28,470						
25						29,464						
26						30,460	30,460					
27						31,454	31,454					
28						32,573	32,573					
29						34,189	34,189					
30							35,184					
31							36,303					
32							37,545					
33							38,851	38,851				
34							40,157	40,157				
35								41,772				
36								43,388				
37								45,254	45,254			
38								46,621	46,621			
39									48,983			
40									51,718			
41									54,454	54,454		
42									55,945	55,945		
43										58,431		
44										61,167		
45										65,270	65,270	
46										67,134	67,134	
47											69,932	
48											73,351	
49											77,079	77,079
50											80,810	80,810
51												84,688
52												88,753
53												93,014
54												97,478

Note: As part of the parties' 2008-2011 negotiated pay agreement, the top point of Band 5 (spine point 23) is due to increase by 0.33% in April 2011, with consequential adjustments to spine points 18, 19, 21 and 22. These changes have been reflected in the above pay scales.

Table 18e
From 1 April 2009

Area	Level (1 April 2009)
Inner London	20% of basic salary, subject to a: <ul style="list-style-type: none"> • Minimum payment of £3,947 and a maximum payment of £6,080
Outer London	15% of basic salary, subject to a: <ul style="list-style-type: none"> • Minimum payment of £3,339 and a maximum payment of £4,256
Fringe	5% of basic salary, subject to a: Minimum payment of £912 and a maximum payment of £1,581

Table 19
From 1 April 2010

Area	Level (1 April 2010)
Inner London	20% of basic salary, subject to a: <ul style="list-style-type: none"> • Minimum payment of £4,036 and a maximum payment of £6,217
Outer London	15% of basic salary, subject to a: <ul style="list-style-type: none"> • Minimum payment of £3,414 and a maximum payment of £4,351
Fringe	5% of basic salary, subject to a: Minimum payment of £933 and a maximum payment of £1,616