

Pay Circular (AforC) 4/2007

Pay and conditions for NHS staff covered by the Agenda for Change agreement

To: All NHS employers

Dear Colleague,

Summary

This pay circular informs NHS employers of the changes that have been agreed to take effect from 1 April 2007 and 1 November 2007 in the national conditions of service for the staff covered by the Agenda for Change agreement.

Action

- 1 The revised national rates of pay set out in Annex C of this circular apply from 1 April and 1 November 2007 respectively. Please implement and, backdate the new awards as soon as possible.

Uplifts to national salary scales and allowances for 2007/08

- 2 This circular provides details of increases from 1 April 2007 and 1 November 2007 to:
 - a. National salary scales for 2007/08:
 - For staff on pay points 1-7, £400 with 1.5% payable from 1 April and the remainder from 1 November
 - For staff on pay points 8-18, 2.5% plus £38 with 1.5% from 1 April and the remainder from the 1 November
 - For all other staff, 2.5% with 1.5% payable from 1 April and the remainder from 1 November.
 - b. Minima and maxima value of high cost area supplements
 - c. Alternating/rotary shift allowances payable under Section 2 paragraph 2.6 of the handbook
 - d. 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.

Unsocial Hours

- 3 Where flat rate "unsocial hours payments" and 'on call allowances', continue to be paid in accordance with section 2 of the handbook, these should be increased in line with the general staged pay award.

Support for clinical staff requiring professional registration

- 4 It has been agreed that an allowance of £38 will be made to support the payment of clinical registration fees for those clinical staff in England where registration with one of the regulatory bodies is mandatory in order to practice. Payment will be made to appropriate staff in bands 5-8(A) inclusive. Payment will be made from 1 November 2007 and each year until November 2010 by when it will have been reviewed.
- 5 This allowance will cover relevant staff in band 5 – 8A requiring registration by the Nursing and Midwifery Council (NMC), Health Professions Council (HPC), General Dental Council (GDC), Royal Pharmaceutical Society (RPS) and the General Social Care Council (GSCC) or other body designated by the NHS Staff Council.

Funding for training

- 6 In recognition of the impact of pressures on training budgets in the current year the Department of Health has agreed to make additional funds available to the partners in local NHS organisations in England. This money is particularly intended to support projects on training for those staff who are not required to register with one of the mandatory regulatory bodies in order to practice. The funding will be released to provide a sum per trust equivalent to £25 per member of staff in post who does not require clinical professional registration to practice upon receipt of plans signed off by the Chief Executive and staff side chair of the local organisation. Further information is available at:
<http://www.dh.gov.uk/en/Policyandguidance/Humanresourcesandtraining/Modernisingpay/Agendaforchange/index.htm>
- 7 The revised national rates made effective by this pay circular replace those notified in Pay Circular (AforC) 1/2006.
- 8 Details of the changes made effective by this circular are in the Appendix attached.
- 9 The recommended rates from 1 April 2007 and 1 November 2007 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 April 2006.

Enquiries

- 10 Employees should direct personal enquiries to their employer.
- 11 Employers should direct enquiries to: agendaforchange@nhsemployers.org

Further copies

- 12 Copies of this circular can be downloaded from: www.nhsemployers.org
- 13 A copy of the Agenda for Change terms and conditions of service handbook can be downloaded from the NHS Employers website at the following address:
<http://www.nhsemployers.org/pay-conditions/agenda-for-change.cfm>
- 14 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



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APPENDIX

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AGENDA FOR CHANGE TERMS AND CONDITIONS OF SERVICE HANDBOOK

The changes made effective by this circular for 2007 are:

Amendments to flat rate allowances for “unsocial hours”, effective from 1 April and 1 November, see part 2, section 2 paragraph 2.6 of the [handbook](#). The changes for information purposes are:

- Paragraph 2.6 line 8 delete £567 and insert **£575** from April, **£581** from November and delete £969 and insert **£983** from April, **£993** from November. Delete 1 April 2006 in line 9.

Support for clinical staff requiring professional registration. Payment will be made from 1 November and each year until November 2010 inclusive by which time it will have been reviewed, this is set out in a new annex, Annex W of the [handbook](#).

Amendments to pay rates effective from 1 April and 1 November. See Annex C of the [handbook](#). Annex C has been attached to this pay circular for information purposes. Pay rates for 2006 will move to Annex B and will become Table 11b which will form a chronological record of pay rates since 1 October 2004.

Amendments to high cost area payments effective from 1 April and 1 November. See Annex I (Table 18) of the [handbook](#). These are the changes for information purposes:

Inner London:

- Minimum payment: delete £3,383 and replace with **£3,434** from 1 April and **£3,468** from 1 November.
- Maximum payment: delete £5,638 and replace with **£5,722** from 1 April and **£5,779** from 1 November.

Outer London:

- Minimum payment: delete £2,819 and replace with **£2,861** from 1 April and **£2,890** from 1 November.
- Maximum payment: delete £3,946 and replace with **£4,005** from 1 April and **£4,045** from 1 November.

Fringe:

- Minimum payment: delete £846 and replace with **£859** from 1 April and **£867** from 1 November.
- Maximum payment: delete £1,466 and replace with **£1,488** from 1 April and **£1,503** from 1 November.

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

- Paragraph 13 Annex R – line 3: delete £2,972 and insert **£3,016 from April 2007 and £3,046 from November 2007.**
- Paragraph 17: – delete 1 April 2006 in the first sentence – and insert **1 April 2007 and subsequently 1 November 2007.**

ANNEX C**Table 12****Pay Bands and Pay Points on Second and Third Pay Spines from 1 April 2007**

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	11,959											
2	12,359	12,359										
3	12,702	12,702										
4	13,045	13,045										
5		13,446										
6		13,847	13,675*									
7		14,247	14,247									
8		14,762	14,762									
9		15,334	15,334									
10			15,678									
11			16,135	15,906*								
12			16,651	16,651								
13			17,051	17,051								
14				17,681								
15				18,310	18,310*							
16				18,881								
17				19,454	19,454							
18				20,026	20,026							
19					20,598							
20					21,285							
21					21,971							
22					22,600	22,315*						
23					23,230	23,230						
24					24,146	24,146						
25					25,175	25,175						
26						26,205						
27						27,120	26,663*					
28						28,036	28,036					
29						28,951	28,951					
30						29,981	29,981					
31						31,469	31,469					
32							32,385					
33							33,415					
34							34,558	34,558*				
35							35,760	35,760				
36							36,962	36,962				
37								38,449				
38								39,937	39,937*			
39								41,654	41,654			
40								42,912	42,912			
41									45,086			
42									47,603	47,603*		
43									50,122	50,122		
44									51,494	51,494		
45										53,783		
46										56,301	56,301*	
47										60,077	60,077	
48										61,793	61,793	
49											64,368	
50											67,515	67,515*
51											70,947	70,947
52											74,381	74,381
53												77,950
54												81,692
55												85,614
56												89,723

*Pay rates in italic are special transitional points which apply only during assimilation to the new system. They are shown here for convenience. They are explained more fully in Section 46

ANNEX C**Table 12****Pay Bands and Pay Points on Second and Third Pay Spines from 1 November 2007**

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	12,182											
2	12,577	12,577										
3	12,914	12,914										
4	13,253	13,253										
5		13,647										
6		14,042										
7		14,437	14,437									
8		14,945	14,945									
9		15,523	15,523									
10			15,870									
11			16,332									
12			16,853	16,853								
13			17,257	17,257								
14				17,893								
15				18,528								
16				19,105								
17				19,683	19,683							
18				20,261	20,261							
19					20,801							
20					21,494							
21					22,187							
22					22,823							
23					23,458	23,458						
24					24,383	24,383						
25					25,424	25,424						
26						26,464						
27						27,388						
28						28,313	28,313					
29						29,237	29,237					
30						30,277	30,277					
31						31,779	31,779					
32							32,704					
33							33,744					
34							34,899					
35							36,112	36,112				
36							37,326	37,326				
37								38,828				
38								40,330				
39								42,064	42,064			
40								43,335	43,335			
41									45,530			
42									48,072			
43									50,616	50,616		
44									52,002	52,002		
45										54,313		
46										56,856		
47										60,669	60,669	
48										62,402	62,402	
49											65,003	
50											68,180	
51											71,646	71,646
52											75,114	75,114
53												78,718
54												82,497
55												86,457
56												90,607