

AGENDA FOR CHANGE PAY OFFER – 2024/25

1. The Scottish Government's aim is to deliver an agreed one year pay deal for NHS Scotland Agenda for Change staff.
2. In order to achieve this, we have committed an overall financial envelope of £448 million for Agenda for Change pay in 2024/25.
3. This above inflation offer equates to an uplift of 5.5% for all NHS Agenda for Change staff.
4. The revised pay scales are set out in the annex below.
5. Allowances and RRPs which increase in line with pay uplifts will be uprated as appropriate.
6. The pay uplift will also apply to the workforce covered by the Two Tier Agreement.
7. This offer is subject to acceptance by Trade Unions through their agreed processes.

Annex – 2024-25 Pay Offer – Pay Scale

	Scottish Pay Settlement 2023-24	Scottish Pay in 2024-25 after 5.5% Uplift	Uplift as £	New Hourly Rate (Based on 37 hour week)
Band 1	£23,240	£24,518	£1,278	£12.71
Band 2	£23,362	£24,647	£1,285	£12.78
	£25,368	£26,763	£1,395	£13.87
Band 3	£25,468	£26,869	£1,401	£13.93
	£27,486	£28,998	£1,512	£15.03
Band 4	£27,598	£29,116	£1,518	£15.09
	£30,019	£31,670	£1,651	£16.42
Band 5	£30,229	£31,892	£1,663	£16.53
	£32,300	£34,077	£1,777	£17.66
	£37,664	£39,735	£2,072	£20.60
Band 6	£37,831	£39,912	£2,081	£20.69
	£39,498	£41,670	£2,172	£21.60
	£46,100	£48,635	£2,535	£25.21
Band 7	£46,244	£48,788	£2,543	£25.29
	£48,010	£50,651	£2,641	£26.25
	£53,789	£56,747	£2,958	£29.41
Band 8a	£56,992	£60,126	£3,135	£31.16
	£61,522	£64,906	£3,384	£33.64
Band 8b	£67,285	£70,986	£3,701	£36.79
	£71,978	£75,937	£3,959	£39.36
Band 8c	£79,466	£83,837	£4,371	£43.45
	£85,181	£89,866	£4,685	£46.58
Band 8d	£94,345	£99,534	£5,189	£51.59
	£98,384	£103,795	£5,411	£53.80
Band 9	£111,595	£117,732	£6,138	£61.02
	£116,428	£122,831	£6,404	£63.67