

# Pay Circular (AforC) 2/2012

## NHS Terms and Conditions of Service Handbook (amendment number 26): Pay and Conditions for NHS Staff Covered by the Agenda for Change Agreement

### Pay Circular (AforC) 2/2012

#### Summary

This pay circular informs employers of the changes to the national pay scales that take effect from 1 April 2012 for staff covered by the Agenda for Change agreement. 2012/2013 will be the second year of the Government's pay freeze for public sector workforces, except for those earning a full time equivalent of £21,000 or less. These staff will receive an increase of £250 in 2012/2013.

#### Action:

#### Changes to the national pay scales from 1 April 2012

1. The revised national pay scales for 2012/13 set out in this circular apply in full from 1 April 2012.
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
  - all remaining pay points are unchanged.

#### National Recruitment and Retention Premia: transitional protection arrangements

3. NHS employers are reminded of the arrangements promulgated by [Pay Circular \(AforC\) 3/2011](#) about transitional protection arrangements following the removal of National Recruitment and Retention Premia. From 1 April 2012 payments are protected at 50% of their current value.

#### Effect of this amendment

4. The revised national rates made effective by this pay circular replace those notified in [Pay Circular \(AforC\)2/2011](#)
5. Details of the changes made effective by this circular are in the Annex attached.

#### Enquiries

6. Employees must direct personal enquiries to their employer

15 March 2012

The NHS Terms and Conditions of Service Handbook

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7. Employers should direct enquiries to: [AgendaForChange@nhsemployers.org](mailto:AgendaForChange@nhsemployers.org)
8. Copies of this circular can be downloaded from: [www.nhsemployers.org](http://www.nhsemployers.org)
9. 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](http://www.nhsemployers.org/PayAndContracts/AgendaForChange/Pages/Afc-AtAGlanceRP.aspx)
10. 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](http://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) 2/2012

#### NHS Terms and Conditions of Service Handbook, amendment number 26

The changes made effective by this circular are:

#### **Title Page:**

“Amendment number 25” is deleted and replaced by “**Amendment number 26**”

“Pay Circular (AforC) 1/2012” is changed to “**Pay Circular (AforC) 2/2012**”.

A replacement title page is attached.

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

**Table 12 in Annex C becomes Table 11(h) in Annex B;** pay bands effective from 1 April 2011 – no values have been amended.

**Table 12 in Annex C contains the new pay point values on the pay spine and in the pay bands effective from 1 April 2012.** The copy of Annex C pay rates effective from 1 April 2012 reproduced in this circular replaces Annex C in the handbook.



# NHS terms and conditions of service handbook

Amendment number 26

Pay Circular (AforC) 2/2012

**THE NHS STAFF COUNCIL**  
**WORKING IN PARTNERSHIP**



## Annex B

Table 11h

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 2008-2011 negotiated pay agreement, the top pay point of pay Band 5 (spine point 23) is increased by 0.33% from 1 April 2011, with consequential adjustments to spine points 18, 19, 21, and 22 effective from that date. The pay bands in this Table contain these changes.



## Annex C

Table 12

Pay bands and pay points on the second pay spine in England from 1 April 2012

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	14,153	14,153										
2	14,508	14,508										
3	14,864	14,864										
4		15,279										
5		15,694										
6		16,110	16,110									
7		16,645	16,645									
8		17,253	17,253									
9		17,618										
10			18,104									
11			18,652	18,652								
12			19,077	19,077								
13				19,750								
14				20,433								
15				21,054								
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