

# Pay arrangements for 2014/15

## Pay and Conditions Circular (AforC) 1/2014

### Summary

This Pay and Conditions circular informs employers of the pay arrangements for staff covered by the NHS terms and conditions of service handbook (Agenda for Change) which apply between 1 April 2014 and 31 March 2015 only.

The amendments to the NHS terms and conditions of service handbook, detailed in this circular, will be published in amendment number 30.

### Action

1. Staff who, on 31 March 2014, are on a top pay point in their pay band, will receive a non-consolidated increase of 1 per cent, payable in monthly instalments, with effect from 1 April 2014 and ending on 31 March 2015.
2. The pay points to which this arrangement applies are set out in a new Annex C, a copy of which is attached to this pay circular.
3. Employers should note that a small adjustment has been made to the value of pay spine point 16, in order to ensure that all staff on pay spine point 15, will have the opportunity to receive an incremental pay increase of 1 per cent during 2014/15.
4. The values of all other pay points in Annex C remain unchanged from the previous year.
5. These non-consolidated payments are payable from 1 April 2014 until they cease on 31 March 2015. They will not count for pensionable pay, nor any of the other allowances and additions to pay in the NHS terms and conditions of service handbook. They will not, for example, count in the calculation of high cost area supplements, unsocial hours or overtime payments.
6. The provisions for incremental pay progression in Section 1(a) (England) and Annex W (England) will continue to apply.

### Effect of this amendment

7. Details of the changes made effective by this circular are in the Annex attached.

24 March 2014

Pay arrangements for 2014/15

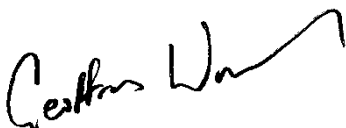
Pay and Conditions Circular (AforC) 1/2014

8. The recommended values of the non-consolidated sums which apply at top pay points in pay bands 1 to 9 (Annex C, Table 10(a)) with effect from 1 April 2014, have been calculated so as to ensure the staff affected have access to a non-consolidated increase of 1 per cent in the year 2014-15.

## Enquiries

9. Employees must direct personal enquiries to their employer.
10. Employers should direct enquiries to: [AgendaForChange@nhsemployers.org](mailto:AgendaForChange@nhsemployers.org)
11. Copies of this circular can be downloaded from: [www.nhsemployers.org](http://www.nhsemployers.org)
12. A revised version of the NHS terms and conditions of service handbook will be available from the NHS Employers website shortly.
13. 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.

Issued by:



Geoff Winnard

Head of Agenda for Change/Non-Medical Pay

NHS Employers

## Annex

### **Pay and Conditions Circular (AforC) 1/2014**

#### **NHS Terms and Conditions of Service Handbook, amendment number 30**

The changes made effective by this circular will be included in a revised version of the NHS Terms and Conditions of Service Handbook which will be published shortly.

#### **Annex C: Pay bands and pay points on the second pay spine in England from 1 April 2013**

The existing Annex C: "Pay bands and pay points on the second pay spine in England from 1 April 2013" will become a new Table 9 (j) in Annex B.

A new Annex C: "**Pay bands and pay points on the second pay spine in England from 1 April 2014**" will be inserted.

Copies of these pages as they will appear in the revised NHS Terms and Conditions of Service Handbook are shown below.

## Annex B: Pay bands and pay points on the second pay spine in England from 1 April 2013

Table 9(j)

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	14,294	14,294										
2	14,653	14,653										
3	15,013	15,013										
4		15,432										
5		15,851										
6		16,271	16,271									
7		16,811	16,811									
8		17,425	17,425									
9			17,794									
10			18,285									
11			18,838	18,838								
12			19,268	19,268								
13				19,947								
14				20,638								
15				21,265								
16				21,388	21,388							
17				22,016	22,016							
18					22,903							
19					23,825							
20					24,799							
21					25,783	25,783						
22					26,822	26,822						
23					27,901	27,901						
24						28,755						
25						29,759						
26						30,764	30,764					
27						31,768	31,768					
28						32,898	32,898					
29						34,530	34,530					
30							35,536					
31							36,666					
32							37,921					
33							39,239	39,239				
34							40,558	40,558				
35								42,190				
36								43,822				
37								45,707	45,707			
38								47,088	47,088			
39									49,473			
40									52,235			
41									54,998	54,998		
42									56,504	56,504		
43										59,016		
44										61,779		
45									*	65,922	65,922	
46									*	67,805	67,805	
47											70,631	
48											74,084	
49										*	77,850	77,850
50										*	81,618	81,618
51												85,535
52												89,640
53											*	93,944
54											*	98,453

\* Pay spine points 45 and 46 at the top of pay band 8C; pay spine points 49 and 50 at the top of pay band 8D and pay spine points 53 and 54 at the top of pay band 9 are annually earned (see paragraphs 1.11 to 1.15 in Section 1(a) (England)).



## Annex C: Pay bands and pay points on the second pay spine in England from 1 April 2014

Table 10

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	14,294	14,294										
2	14,653	14,653										
3	15,013	15,013										
4		15,432										
5		15,851										
6		16,271	16,271									
7		16,811	16,811									
8		17,425	17,425									
9			17,794									
10			18,285									
11			18,838	18,838								
12			19,268	19,268								
13				19,947								
14				20,638								
15				21,265								
16				21,478	21,478							
17				22,016	22,016							
18					22,903							
19					23,825							
20					24,799							
21					25,783	25,783						
22					26,822	26,822						
23					27,901							
24						28,755						
25						29,759						
26						30,764	30,764					
27						31,768	31,768					
28						32,898	32,898					
29						34,530	34,530					
30							35,536					
31							36,666					
32							37,921					
33							39,239	39,239				
34							40,558	40,558				
35								42,190				
36								43,822				
37								45,707	45,707			
38								47,088	47,088			
39									49,473			
40									52,235			
41									54,998	54,998		
42									56,504	56,504		
43										59,016		
44										61,779		
45									*	65,922	65,922	
46									*	67,805	67,805	
47											70,631	
48											74,084	
49										*	77,850	77,850
50										*	81,618	81,618
51												85,535
52												89,640
53											*	93,944
54											*	98,453

\* Pay spine points 45 and 46 at the top of pay band 8C; pay spine points 49 and 50 at the top of pay band 8D and pay spine points 53 and 54 at the top of pay band 9 are annually earned (see paragraphs 1.11 to 1.15 in Section 1(a) (England)).

## Pay arrangements applying to specific pay points in England between 1 April 2014 and 31 March 2015

1. An adjustment has been made to pay spine point 16 to ensure that all staff on pay spine point 15, eligible for incremental progression, will receive an increase of 1 per cent. The values of all other pay points in England remain unchanged from the previous year and are set out in a revised Table 10 (effective from 1 April 2014) in this new Annex C.

### Non-consolidated payments from 1 April 2014

2. Staff who, on 31 March 2014, are on the top pay point in their pay band, will receive a non-consolidated lump sum, payable in monthly instalments, with effect from 1 April 2014 and ending on 31 March 2015. The pay points affected and the values of the lump sums are set out in Table 10 (a) below.

Table 10 (a)

Pay Band	Pay spine point (top pay point in each pay band)	Non-consolidated sum effective from 1 April 2014
1	3	£151
2	8	£175
3	12	£193
4	17	£221
5	23	£280
6	29	£346
7	34	£406
8A	38	£471
8B	42	£566
8C	46	£679
8D	50	£817
9	54	£985

3. These payments apply from 1 April 2014 until 31 March 2015. They will not count for pensionable pay nor any of the other allowances and additions to pay in this Handbook. They will not, for example, count in the calculation of high cost area supplements, overtime pay or unsocial hours payments.