

# Pay arrangements for 2015/16

## Pay and Conditions Circular (AforC) 1/2015

### 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 2015 and 31 March 2016, only.

The amendments to the NHS terms and conditions of service handbook, detailed in this circular, will be published in amendment number 35. Pay circular (AforC) 2/2015, published alongside this one, contains details of changes to redundancy provisions. Circular (AforC) 3/2015 refers to flexible working and parental leave.

### Action

1. Annex C in this circular applies from 1 April 2015.
2. Pay spine point number 1 has been deleted. The Agenda for Change pay spine starts at pay spine point number 2.
3. Staff on pay spine point number 1 at 31 March 2015, will move onto pay spine point number 2, on 1 April 2015. They will not have access to pay spine point number 3 before 1 April 2016.
4. Pay spine point number 2 has been increased to £15,100, consolidated. The pay of staff on pay spine point 1, who move to pay spine point 2 on 1 April 2015, has increased by 5.6 per cent.
5. Pay spine point 2 has increased by 3.1 per cent.
6. Pay spine point values 3 to 8 (inclusive) have increased by one per cent and by an additional £200, consolidated. These pay spine point values have increased by between 2.1 and 2.3 per cent.
7. Pay spine points 9 to 42 have increased by one per cent, consolidated.
8. The values of pay spine points 43 to 54 (inclusive) are unchanged.
9. The provisions for incremental pay progression in Section 1(a) (England and Wales) and Annex W (England and Wales) will continue to apply, except that in England staff on pay spine points 34 to 54 will not be eligible for incremental pay progression from 1 April 2015 to 31 March 2016.

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10. The values of minimum and maximum high cost area supplements are increased by one per cent with effect from 1 April 2015. See the new Table 16 in this circular.
11. Employers should note that, in line with the provisions for pay in 2014/15, the payment in monthly instalments of a non-consolidated lump sum (one per cent) to staff on the top pay point in their pay band, **ends** on 31 March 2015. These payments are **not** part of pay in the period 1 April 2015 to 31 March 2016.

### Effect of this amendment

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

### Enquiries

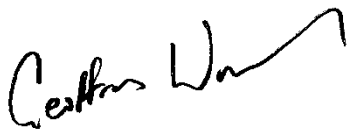
13. Employees must direct personal enquiries to their employer.
14. Employers should direct enquiries to: [AgendaForChange@nhsemployers.org](mailto:AgendaForChange@nhsemployers.org)
15. Copies of this circular can be downloaded from: [www.nhsemployers.org](http://www.nhsemployers.org)
16. A copy of the NHS terms and conditions of service handbook can be downloaded from the NHS Employers website at the following web address:  
  
<http://www.nhsemployers.org/your-workforce/pay-and-reward/nhs-terms-and-conditions/nhs-terms-and-conditions-of-service-handbook>
17. Prior to the establishment of NHS Employers in November 2004, responsibility to inform the NHS of changes to pay and allowances rested with the Department of Health. Changes were published in Advance Letters. Copies of Advance Letters going back to 2000 may be obtained from the national archives website at the following web address:  
  
<http://www.webarchive.org.uk/wayback/archive/20060506120000/http://www.dh.gov.uk/PublicationsAndStatistics/LettersAndCirculars/AdvancedLetters/fs/en.html>
18. For Advance Letters prior to 2000, please contact the Ministerial Correspondence and Public Enquiries Unit, Department of Health, at the following web address:  
  
<http://www.info.doh.gov.uk/contactus.nsf/memo?openform>

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Issued by:

A handwritten signature in black ink, appearing to read 'Geoff Winnard', with a stylized flourish at the end.

Geoff Winnard

Assistant Director - Agenda for Change and Employment Relations

NHS Employers

## Annex

### Pay and Conditions Circular (AforC) 1/2015

#### NHS Terms and Conditions of Service Handbook, amendment number 35

The changes made effective by this circular are listed below.

Title Page:

“Amendment number 34” is deleted and replaced by **“Amendment number 35”**

“Information note number 1” is deleted and replaced by **“Pay and Conditions Circular (AforC) number 1/2015.**

Section 1(a) (England and Wales): Pay structure

Paragraph 1.9 is:

“Provided the appropriate level of performance and delivery has been achieved during the review period, individuals will progress from pay point to pay point on an annual basis. For pay bands 1 to 7, 8A and 8B this will apply to all the pay points in each pay Band. For pay bands 8C, 8D and 9 this will apply for the first 4 pay points in the band (see Annex C and paragraphs 1.11 to 1.15 in this Section).”

It is changed to:

**“Provided the appropriate level of performance and delivery has been achieved during the review period, individuals will progress from pay point to pay point on an annual basis except that in England staff on pay spine points 34 to 54 will not be eligible for incremental pay progression from 1 April 2015 to 31 March 2016 (see Annex C, which also contains specific provisions for staff on pay spine point 1). Outside of this period in England, for pay bands 1 to 7, 8A and 8B, incremental pay progression, dependent on the appropriate level of performance and delivery, will apply to all the pay points in each pay Band. For pay bands 8C, 8D and 9 it will apply for the first 4 pay points in the band (see Annex C, and paragraphs 1.11 to 1.15 in this Section).”**

Paragraph 1.10: line 9: **“(see paragraph 1.9 in this Section)”** is added at the end of the paragraph.

Paragraph 1.11 is:

“Pay progression beyond the first four pay points in pay bands 8C, 8D and 9 will be dependent upon the achievement of locally determined levels of performance. Staff will progress through the last two pay points in these pay bands only when they are assessed as having met the required level of performance.”

It is changed to:

**“Pay progression beyond the first four pay points in pay bands 8C, 8D and 9 will be dependent upon the achievement of locally determined levels of performance. Staff will progress through the last two pay points in these pay bands only when they are assessed as having met the required level of performance except that in England these staff will not have access to incremental pay progression from 1 April 2015 to 31 March 2016 (see Annex C, which also contains specific provisions for staff on pay spine point 1).”**

Paragraph 1.15: line 4: “**(employers in England see paragraphs 1.9 and 1.11 in this Section)**” is added at the end of the paragraph.”

Section 6(a) (England and Wales): Career progression

The following sentence is added at the end of paragraph 1:

**“Employers in England should note that staff in England on pay spine points 34 to 54 will not be eligible for incremental pay progression from 1 April 2015 to 31 March 2016 (see Annex C, which also contains specific provisions for staff on pay spine point 1).”**

Section 15: Maternity leave and pay

Paragraph 15.48

The following sentence is added to the end of the paragraph:

**“Employers in England should note that staff in England on pay spine points 34 to 54 will not be eligible for incremental pay progression from 1 April 2015 to 31 March 2016 (see Annex C, which also contains specific provisions for staff on pay spine point 1).”**

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

The existing Annex C: “Pay bands and pay points on the second pay spine in England from 1 April 2014” becomes a new Table 9 (k) in Annex B.

A new Annex C: “**Pay bands and pay points on the second pay spine in England from 1 April 2015**” is inserted.

Annex I: High cost area supplements

The existing Table 16, High cost area supplements effective “from 1 April 2013”, becomes a new **Table 15(g)**.

A new Table 16, High cost area supplements effective “**from 1 April 2015**” is inserted.

Annex W (England and Wales): Pay progression

The following sentence is added at the end of paragraph 1:

**“In England staff on pay spine points 34 to 54 will not be eligible for incremental pay progression from 1 April 2015 to 31 March 2016 (see Annex C, which also contains specific provisions for staff on pay spine point 1).”**

Annex A2 (a) (England and Wales): Guidance on frequently asked questions

“Implementation annexes: Annex W (England and Wales): Pay progression  
Secondary heading: Criteria for local schemes  
Footnote number 7

How will pay progression under Annex W (England and Wales) work?

Once a trust has updated their current appraisal and pay progression processes, in line with Annex W (England and Wales), individuals will progress on the basis of demonstrating and applying the required levels of performance and delivery consistently during the performance review period and they will benefit from incremental pay progression. Where an individual has not met their performance criteria then they will not be entitled to progress up the pay band for that given year.

This is changed to:

**“Implementation annexes: Annex W (England and Wales): Pay progression**

**Secondary heading: Criteria for local schemes**

**Footnote number 7**

**How will pay progression under Annex W (England and Wales) work?**

**Once a trust has updated their current appraisal and pay progression processes, in line with Annex W (England and Wales), individuals will progress on the basis of demonstrating and applying the required levels of performance and delivery consistently during the performance review period and they will benefit from incremental pay progression. Where an individual has not met their performance criteria then they will not be entitled to progress up the pay band for that given year.**

**From 1 April 2015 to 31 March 2016 staff in England on pay spine points 34 to 54 will not be eligible for incremental pay progression (see Annex C, which also contains specific provisions for staff on pay spine point 1).”**

## Annex C: Pay bands and pay points on the second pay spine in England from 1 April 2015

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	
2	15,100	15,100										
3	15,363	15,363										
4		15,786										
5		16,210										
6		16,633	16,633									
7		17,179	17,179									
8		17,800	17,800									
9			17,972									
10			18,468									
11			19,027	19,027								
12			19,461	19,461								
13				20,147								
14				20,844								
15				21,477								
16				21,692	21,692							
17				22,236	22,236							
18					23,132							
19					24,063							
20					25,047							
21					26,041	26,041						
22					27,090	27,090						
23					28,180	28,180						
24						29,043						
25						30,057						
26						31,072	31,072					
27						32,086	32,086					
28						33,227	33,227					
29						34,876	34,876					
30							35,891					
31							37,032					
32							38,300					
33							39,632	39,632				
34							<b>40,964</b>	<b>40,964</b>				
35								<b>42,612</b>				
36								<b>44,261</b>				
37								<b>46,164</b>	<b>46,164</b>			
38								<b>47,559</b>	<b>47,559</b>			
39									<b>49,968</b>			
40									<b>52,757</b>			
41									<b>55,548</b>	<b>55,548</b>		
42									<b>57,069</b>	<b>57,069</b>		
43										<b>59,016</b>		
44										<b>61,779</b>		
45										*	<b>65,922</b>	<b>65,922</b>
46										*	<b>67,805</b>	<b>67,805</b>
47											<b>70,631</b>	
48											<b>74,084</b>	
49										*	<b>77,850</b>	<b>77,850</b>
50										*	<b>81,618</b>	<b>81,618</b>
51												<b>85,535</b>
52												<b>89,640</b>
53											*	<b>93,944</b>
54											*	<b>98,453</b>

\* 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 and Wales). The provisions for incremental pay progression in Section 1(a) (England and Wales) and Annex W (England and Wales) will continue to apply except that in England staff on pay spine points 34 to 54 will not be eligible for incremental pay progression from 1 April 2015 to 31 March 2016.

### Pay arrangements applying to specific pay points in England between 1 April 2015 and 31 March 2016

1. The values of the pay spine points in Annex C are consolidated.
2. Pay spine point number 1 has been deleted. The Agenda for Change pay spine starts at pay spine point number 2.
3. Staff on pay spine point number 1 at 31 March 2015 will move onto pay spine point number 2 on 1 April 2015. They will not have access to pay spine point number 3 before 1 April 2016.
4. The values of pay spine points 43 to 54 (inclusive) are unchanged from their 1 April 2014 values.
5. The provisions for incremental pay progression in Section 1(a) (England and Wales) and Annex W (England and Wales) will continue to apply except that staff in England on pay spine points 34 to 54 will not be eligible for incremental pay progression from 1 April 2015 to 31 March 2016.



## Annex I: High cost area supplements

Table 16: From 1 April 2015

Area	Level (1April 2015)
Inner London	20% of basic salary, subject to a: <ul style="list-style-type: none"> <li>• minimum payment of £4,117 and a maximum payment of £6,342</li> </ul>
Outer London	15% of basic salary, subject to a: <ul style="list-style-type: none"> <li>• minimum payment of £3,483 and a maximum payment of £4,439</li> </ul>
Fringe	5% of basic salary, subject to a: <ul style="list-style-type: none"> <li>• minimum payment of £951 and a maximum payment of £1,649</li> </ul>