

Pay Circular (AforC) 1/2013

Changes to the NHS Terms and Conditions of Service Handbook (amendment number 28): pay and conditions for NHS staff covered by the Agenda for Change agreement

Summary

This pay circular informs employers of:

- a 1% pay uplift, effective from 1 April 2013
- a 1% uplift to the minima and maxima value of the high cost area supplements, effective from 1 April 2013

These amendments will be incorporated into Amendment 28 of the NHS terms and conditions of service handbook which is due to be published by the end of March 2013.

Action

1. From 1 April 2013 employers should ensure that the new Table 12 in Annex C and new Table 18 in Annex I, attached to this circular, are used to calculate pay and high cost area supplements for eligible staff.

National recruitment and retention premia: transitional protection arrangements

2. Pay Circular (AforC) 3/2011 contained arrangements, in a revised Annex R, for national recruitment and retention premiums to be phased out. On 1 April 2013 all payments will cease.

Effect of this amendment

3. The pay point values made effective by this pay circular replace those contained in Pay Circular (AforC) 2/2012. The minimum and maximum values of high cost area supplements in the new Table 18 replace those contained in Pay Circular (AforC) 2/2010.
4. Details of the changes made effective by this circular are in the Annex attached.
5. The recommended rates from 1 April 2013 have been calculated on the basis of a cumulative uplift. The Agenda for Change pay rates applicable on the 1 October 2004 have been used as the baseline figures to maintain relativity and therefore the published figures may differ slightly from the figures calculated by applying the 1% uplift to the figures as of the 1 April 2012.

18 March 2013

The NHS Terms and Conditions of Service Handbook

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Enquiries

6. Employees must direct personal enquiries to their employer.
7. Employers should direct enquiries to: AgendaForChange@nhsemployers.org
8. Copies of this circular can be downloaded from: 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
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

Issued by:



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Annex

Pay Circular (AforC) 1/2013

NHS Terms and Conditions of Service Handbook, amendment number 28

The changes made effective by this circular are:

Title Page:

“Amendment number 27” is deleted and replaced by “**Amendment number 28**”

“Pay Circular (AforC) 3/2012 is changed to “**Pay Circular (AforC) 1/2013**”.

Annex B: Pay bands and pay points from 2004

Annex B is a chronological record of pay point values since 1 October 2004.

Existing Table 12: Annex C: this table is transferred into Annex B where it becomes Table 11(i): **Pay bands and pay points on the second pay spine in England from 1 April 2012**. There is no change to any of the values in the table.

Annex C: Pay bands and pay points

A new Table 12 is inserted into Annex C: **Pay bands and pay points on the second pay spine in England from 1 April 2013**.

The new Tables 11(i) and 12 are attached to this circular.

Annex I: High cost area supplements

Existing Table 18, minimum and maximum values effective from 1 April 2010, becomes new Table 17f.

A new **Table 18**, minimum and maximum values effective from 1 April 2013, is inserted.

The complete new Annex I is attached to this circular.

Annex B

Table 11i

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

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

Table 12

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

Annex I

High cost area supplements

Table 17
From 1 October 2004 (See Section 4)

Area	Level (1 October 2004)
Inner London	20% of basic salary, subject to a minimum payment of £3,197 and a maximum payment of £5,328.
Outer London	15% of basic salary, subject to a minimum payment of £2,664 and a maximum payment of £3,729
Fringe	5% of basic salary, subject to a minimum payment of £799 and a maximum payment of £1,385

Table 17a
From 1 April 2005

Area	Level (1 April 2005)
Inner London	20% of basic salary, subject to a minimum payment of £3,300 and a maximum payment of £5,500
Outer London	15% of basic salary, subject to a minimum payment of £2,750 and a maximum payment of £3,850
Fringe	5% of basic salary, subject to a minimum payment of £825 and a maximum payment of £1,430

Table 17b
From 1 April 2006

Area	Level (1 April 2006)
Inner London	20% of basic salary, subject to a minimum payment of £3,383 and a maximum payment of £5,638
Outer London	15% of basic salary, subject to a minimum payment of £2,819 and a maximum payment of £3,946
Fringe	5% of basic salary, subject to a minimum payment of £846 and a maximum payment of £1,466

Table 17c
From 1 April 2007

Area	Level (1 April 2007 and 1 November 2007)
Inner London	20% of basic salary, subject to a: <ul style="list-style-type: none"> • minimum payment of £3,434 from 1 April and £3,468 from 1 November; and a • maximum payment of £5,722 from 1 April and £5,779 from 1 November
Outer London	15% of basic salary, subject to a: <ul style="list-style-type: none"> • minimum payment of £2,861 from 1 April and £2,890 from 1 November; and a • maximum payment of £4,005 from 1 April and £4,045 from 1 November
Fringe	5% of basic salary, subject to a: <ul style="list-style-type: none"> • minimum payment of £859 from 1 April and £867 from 1 November; and a • maximum payment of £1,488 from 1 April and £1,503 from 1 November

Table 17d
From 1 April 2008

Area	Level (1 April 2008)
Inner London	20% of basic salary, subject to a: <ul style="list-style-type: none"> • Minimum payment of £3,855 and a maximum payment of £5,938 *
Outer London	15% of basic salary, subject to a: <ul style="list-style-type: none"> • Minimum payment of £3,261 and a maximum payment of £4,156*
Fringe	5% of basic salary, subject to a: Minimum payment of £891 and a maximum payment of £1,544

* The national parties to the pensions review agreed that the minimum level of HCAS would increase by £284 in Inner and Outer London (but not Fringe) at 31 March 2008. The figures for 2009 in Table 17e, therefore, reflect this.

Table 17e
From 1 April 2009

Area	Level (1 April 2009)
Inner London	20% of basic salary, subject to a: <ul style="list-style-type: none"> • Minimum payment of £3,947 and a maximum payment of £6,080
Outer London	15% of basic salary, subject to a: <ul style="list-style-type: none"> • Minimum payment of £3,339 and a maximum payment of £4,256
Fringe	5% of basic salary, subject to a: Minimum payment of £912 and a maximum payment of £1,581

Table 17f
From 1 April 2010

Area	Level (1 April 2010)
Inner London	20% of basic salary, subject to a: <ul style="list-style-type: none"> • Minimum payment of £4,036 and a maximum payment of £6,217
Outer London	15% of basic salary, subject to a: <ul style="list-style-type: none"> • Minimum payment of £3,414 and a maximum payment of £4,351
Fringe	5% of basic salary, subject to a: Minimum payment of £933 and a maximum payment of £1,616

Table 18
From 1 April 2013

Area	Level (1 April 2010)
Inner London	20% of basic salary, subject to a: <ul style="list-style-type: none"> • Minimum payment of £4,076 and a maximum payment of £6,279
Outer London	15% of basic salary, subject to a: <ul style="list-style-type: none"> • Minimum payment of £3,448 and a maximum payment of £4,395
Fringe	5% of basic salary, subject to a: Minimum payment of £942 and a maximum payment of £1,632