

The government has made an offer in principle to Agenda for Change (AfC) unions for staff who are subject to AfC pay and terms and conditions. The implementation of this offer, including the additional payments for 2022/23, is subject to AfC union members voting to accept it as part of current consultation processes.

2022-23

Non-consolidated pay award

This would be **two one-off payments** on top of the 2022/23 pay award:

- A 2% payment.
- An additional 'backlog bonus' – the specific value of this payment would depend on the pay band. The average value across all pay bands would be 4%.

2023-24

Consolidated pay award

This would be a **permanent salary uplift** for all staff:

- All staff would receive a 5% pay uplift.
- Further investment would provide a 10.4% pay uplift for staff in band 1 and at the entry pay point of band 2. This would see entry level pay in the NHS increase to £11.45 per hour.

Non-pay measures to support the NHS workforce

Measures would include:

- Improving career development and support.
- Supporting specific challenges for nursing staff.
- Developing a national evidence-based policy framework building on existing safe staffing arrangements.
- Considering measures to reduce agency spend.
- Reviewing the NHS pay setting process.
- Tackling violence and aggression.
- Removing pension abatement.
- Considering a cap for redundancy payments.



- Eligibility criteria for the offer can be found as part of the government FAQs at nhsemployers.org/payofferFAQs
- Further detail about what is included in the offer can be found at nhsemployers.org/offer-in-principle