



15 August 2024

NHS Staff Council position on 2024 NHS Pay Review Body recommendation 2

The 37th report of the NHS Pay Review Body (PRB) announced the following recommendations which were accepted by the Westminster Government:

- A consolidated 5.5% increase with effect from 1 April 2024 for all AfC staff.
- An intermediate pay point is added at each of the Bands 8a, 8b, 8c, 8d and 9, to which staff should progress after two years at the respective band.
- For the UK Government to issue the NHS Staff Council with a funded mandate to begin to resolve outstanding concerns within the AfC pay structure and for the Northern Ireland Executive and the Welsh Government to support the issuance of this mandate and to work with the Staff Council, their social partners and with the UK Government on this matter.

The statement from the Secretary of State for Health and Social Care confirmed:

“The NHSPRB recommended a 5.5% increase to all Agenda for Change (AfC) staff, alongside other recommendations for a funded envelope for structural reform. In accepting these recommendations, we have committed to:

- *Uplifting all pay points for AfC staff (c.1.3m staff) by 5.5% on a consolidated basis, taking effect from 1 April 2024.*
- *Adding intermediate pay points at AfC Bands 8a and above.*
- *Working with the NHS Staff Council to take forward the PRB's recommendations on AfC pay structures.*

Recognising the role of the NHS Staff Council, we are accepting the second recommendation regarding the addition of intermediate pay points to bands 8a and above in principle but are asking the NHS Staff Council to ratify it before it is implemented. We want to work with the NHS Staff Council on issues with the AfC pay structure so we will work with stakeholders on the third recommendation.”

Within the PRB report appendix C detailed the recommended intermediate pay points to be added to the pay structure.

England and Northern Ireland

Pay band	Entry step point £	Years eligible for pay progression	Intermediate step point £	Years eligible for pay progression	Top step point £
8a	53,754	2	56,454	3	60,503
8b	62,215	2	66,247	3	72,294
8c	74,290	2	78,814	3	85,601
8d	88,167	2	93,571	3	101,677
9	105,35	2	111,739	3	121,271



The Staff Council therefore acknowledges the decision of the Government to accept recommendation 2 of the NHS PRB report, and on that basis recognises that the intermediate pay points in bands 8a and above will now be incorporated into the Handbook and form part of terms and conditions.

Health is a devolved matter, and the Staff Council is acting on this decision in relation to England only. Devolved governments will set out their respective plans in due course.

The Staff Council will form a working group to consider the implications of this recommendation and to provide a series of FAQs to support its implementation at organisation level and in support of ESR. This work will include agreement of the appropriate timescales for implementation with ESR taking account of the relevant processes for changing the system.

Implications for other parts of the structure identified by the working group may be addressed through the funded mandate for structural negotiations that the government has also agreed to provide.

Approved by Staff Council Co-Chairs on 15 August 2024 following discussions with respective constituents on 7 August 2024

Oonagh Monkhouse
Chair, Employer side



Helga Pile
Chair, Staff Side

