



Statement from co-chairs of the NHS Staff Council on Agenda for Change Pay Structure Reform Negotiations.

21 April 2026

As co-chairs of the NHS Staff Council, we are pleased to confirm that, following the recommendations of the NHS Pay Review Body, Staff Council has received a mandate from the Department of Health and Social Care for England, the Department of Health, Social Care and Early Years for Wales, and the Department of Health for Northern Ireland to proceed with Agenda for Change (AfC) pay negotiations.

The NHS Staff Council and governments have developed and agreed a Memorandum of Understanding (MoU), which establishes the key principles and processes for conducting these tri-administration negotiations within the Staff Council and with involvement of the relevant devolved bargaining structures. Negotiations on reforms to the AfC pay structure will commence at the end of April. The governments have made commitments to pay structure reform effective from 1 April 2026 so, if agreement is reached, backdating will apply.

In addition, the negotiations will explore the scope for any agreement to also cover 2027/28 and 2028/29.

This marks an important step in addressing longstanding issues within the AfC pay structure and we would like to thank everyone who has contributed to reaching this point.

We look forward to engaging constructively in the forthcoming negotiations, with a shared commitment to securing meaningful and sustainable reform.

Steven Ned

Helga Pile



Chair: Employer Side

Chair: Staff Side