



NHS Agenda for Change Pay Changes effective 1st April 2020

Further to the changes made regarding pay progression* which affected new starters to the NHS or existing staff promoted to a new role from 1st April 2019, please note that from 1st April 2020 further restructuring of Agenda for Change (AfC) pay bands will take place.

A summary of the key changes are below;

Removal of pay points - Bands 2-4

A point will be removed from the bottom of band 2

Two points will be removed from the bottom of band 3

Three further points will be removed from the bottom of Band 4.

The restructuring of band 2-4 will be complete from 1 April 2020.

Removal of pay points - Band 5-6

One further point will be removed from the bottom of band 5, 6 and 7.

From 1 April 2020 these bands will have 4 unique points, but one point in each band will be a transitional point, which will cease to exist on 1 April 2021.

For band 5, 6 and 7, the restructuring of these bands will be complete on 1 April 2021, when the transitional points are removed.

Removal of pay points - Band 8a-9

Two points are removed from the bottom of band 8a – 9.

The restructuring of band 8a-9 will be complete from 1 April 2020.

Other changes

Staff on the following transitional pay points on 31 March 2021 will move to the next pay point up on 1 April 2021:

- £27,416 (Band 5)
- £33,779 (Band 6)
- £41,723 (Band 7)

*Pay Progression

Staff who have commenced NHS employment or who have been promoted on or after 1 April 2019 are reminded that they will only progress to their next pay-step point in their pay band where the following can be demonstrated:



- i. The appraisal process has been completed with outcomes in line with the organisation's standards and no formal capability process is in place
- ii. There is no formal disciplinary action live on the staff member's record.
- iii. Statutory and/or mandatory training has been completed.
- iv. For line managers only - must have completed appraisals for all their staff.

For further information:

<https://www.nhsemployers.org/pay-pensions-and-reward/agenda-for-change/pay-scales/annual>

<https://www.nhsemployers.org/case-studies-and-resources/2019/01/pay-progression-annex-23>

<https://www.nhsemployers.org/your-workforce/2018-contract-refresh/pay-progression/guidance-for-staff>