

AGENDA FOR CHANGE PAY OFFER – 2025-27

1. The Scottish Government's aim is to deliver an agreed two year pay deal for NHS Scotland Agenda for Change staff.
2. In order to achieve this, we have committed an overall financial envelope of £701 million for Agenda for Change pay in years 2025/26 and 2026/27.
3. This offer equates to an uplift of 4.25% for all NHS Agenda for Change staff in 2025/26 and 3.75% for 2026/27. This is a cumulative uplift of 8.16%.
4. The revised pay scales for each year are set out in Annex 1 below.
5. In addition, this offer also incorporates an inflation guarantee which confirms that the increase in pay in each year of the deal will be at least 1 percentage point above the CPI inflation rate. Methodology is outlined in Annex 2.
6. Allowances and RRP's which increase in line with pay uplifts will be uprated as appropriate.
7. The pay uplift will also apply to the workforce covered by the Two Tier Agreement.
8. This offer is subject to acceptance by Trade Unions through their agreed processes.
9. The offer for 2026/2027 is calculated on the full, in year benefit of the reduced working week (36 standard working week) for all staff covered by the AFC agreement.

Annex 1 – Two Year Pay Offer – 2025-27

2025-26 – Pay Scale

	Scottish Pay Settlement 2024-25	Scottish Pay in 2025-26 after 4.25% Uplift	Uplift as £	New Hourly Rate
Band 1	£24,518	£25,560	£1,042	£13.25
Band 2	£24,647	£25,694	£1,047	£13.32
	£26,763	£27,900	£1,137	£14.46
Band 3	£26,869	£28,011	£1,142	£14.52
	£28,998	£30,230	£1,232	£15.67
Band 4	£29,116	£30,353	£1,237	£15.73
	£31,670	£33,016	£1,346	£17.11
Band 5	£31,892	£33,247	£1,355	£17.23
	£34,077	£35,525	£1,448	£18.41
	£39,735	£41,424	£1,689	£21.47
Band 6	£39,912	£41,608	£1,696	£21.57
	£41,670	£43,441	£1,771	£22.52
	£48,635	£50,702	£2,067	£26.28
Band 7	£48,788	£50,861	£2,073	£26.36
	£50,651	£52,804	£2,153	£27.37
	£56,747	£59,159	£2,412	£30.66
Band 8a	£60,126	£62,681	£2,555	£32.49
	£64,906	£67,665	£2,759	£35.07
Band 8b	£70,986	£74,003	£3,017	£38.36
	£75,937	£79,164	£3,227	£41.03
Band 8c	£83,837	£87,400	£3,563	£45.30
	£89,866	£93,685	£3,819	£48.56
Band 8d	£99,534	£103,764	£4,230	£53.78
	£103,795	£108,206	£4,411	£56.09
Band 9	£117,732	£122,736	£5,004	£63.62
	£122,831	£128,051	£5,220	£66.37

2026-27 – Pay Scale

	Scottish Pay Offer 2025-26	Scottish Pay in 2026-27 after 3.75% Uplift	Uplift as £	New Hourly Rate
Band 1	£25,560	£26,519	£959	£14.13
Band 2	£25,694	£26,658	£964	£14.20
	£27,900	£28,947	£1,046	£15.42
Band 3	£28,011	£29,061	£1,050	£15.48
	£30,230	£31,364	£1,134	£16.71
Band 4	£30,353	£31,492	£1,138	£16.78
	£33,016	£34,254	£1,238	£18.25
Band 5	£33,247	£34,494	£1,247	£18.38
	£35,525	£36,857	£1,332	£19.63
	£41,424	£42,977	£1,553	£22.89
Band 6	£41,608	£43,169	£1,560	£23.00
	£43,441	£45,070	£1,629	£24.01
	£50,702	£52,603	£1,901	£28.02
Band 7	£50,861	£52,769	£1,907	£28.11
	£52,804	£54,784	£1,980	£29.18
	£59,159	£61,377	£2,218	£32.70
Band 8a	£62,681	£65,032	£2,351	£34.64
	£67,665	£70,202	£2,537	£37.40
Band 8b	£74,003	£76,778	£2,775	£40.90
	£79,164	£82,133	£2,969	£43.75
Band 8c	£87,400	£90,678	£3,278	£48.31
	£93,685	£97,199	£3,513	£51.78
Band 8d	£103,764	£107,655	£3,891	£57.35
	£108,206	£112,264	£4,058	£59.81
Band 9	£122,736	£127,338	£4,603	£67.84
	£128,051	£132,853	£4,802	£70.77

Annex 2 – Inflation Guarantee

As part of the 2025-26 and 2026-27 pay offer there is a guarantee that each year of this pay deal will be 1 percentage point higher than average CPI inflation. **The pay offer is 4.25% in 2025-26, and 3.75% in 2026-27. This is a cumulative increase of 8.16%.**

Any payment under the inflation guarantee will be referred to for the purposes of this agreement as “the inflation guarantee payment”.

To ensure any uplift to salaries can be made within the relevant pay period, average CPI inflation, as defined by the Office of National Statistics (ONS) will be calculated over the calendar year. For the 2025-26 pay period, average inflation will be calculated from January to December 2025. For the 2026-27 pay period average inflation will be calculated from January 2026 to December 2026.

For 2025-26 the pay offer is 4.25%, therefore if CPI inflation in 2025 averages higher than 3.25% over the period January 2025 – December 2025, then pay will be adjusted by the inflation guarantee payment to ensure the uplift over the period is 1 percentage point above average CPI inflation.

For 2026-27 the pay offer is 3.75%, therefore if CPI inflation in 2026 averages higher than 2.75% over the period January 2026 – December 2026, then pay will be adjusted by the inflation guarantee payment to ensure the uplift over the period is 1 percentage point above average CPI inflation.

The table below sets out what the cumulative pay award will be relative to different rates of cumulative CPI inflation over the corresponding period.

2025-26 pay offer of 4.25%

% Pay Award 2025-26	Average CPI Inflation January to December 2025	Inflation Guarantee Payment applied in March 2026
4.25%	3.2%	0.00%
4.25%	3.3%	0.05%
4.25%	3.5%	0.25%
4.25%	4.0%	0.75%
4.25%	4.5%	1.25%
4.25%	5.0%	1.75%
4.25%	5.5%	2.25%
4.25%	6.0%	2.75%

- CPI inflation is defined and published monthly by ONS to 1 decimal point.
- The above table provides a series of examples for illustrative purposes and does not cover every scenario. See the Examples at the end of the agreement for more detailed information on how the inflation guarantee payment would be applied.

2026-27 pay offer of 3.75%

% Pay Award 2026-27	Average CPI Inflation January to December 2026	Inflation Guarantee Payment Applied in March 2027
3.75%	2.7%	0.00%
3.75%	2.8%	0.05%
3.75%	3.0%	0.25%
3.75%	3.5%	0.75%
3.75%	4.0%	1.25%
3.75%	4.5%	1.75%
3.75%	5.0%	2.25%
3.75%	5.5%	2.75%
3.75%	6.0%	3.25%

- CPI inflation is defined and published monthly by ONS to 1 decimal point.
- The above table provides a series of examples for illustrative purposes and does not cover every scenario. See the Examples at the end of the agreement for more detailed information on how the inflation guarantee payment would be applied.

Notes

1. Average CPI inflation will be calculated over the periods January 2025 to December 2025, and January 2026 to December 2026 respectively.
2. Published ONS data will be the basis for CPI inflation calculation.
3. Monthly figures will be tracked, reported to and agreed by STAC.
4. STAC will publish an Inflation Guarantee statement each year no later than 31 January which will confirm whether the inflation guarantee payment is to be made
5. For the purposes of this agreement we will take the 12 monthly CPI figures from January 2025 to December 2025 as published by the ONS and divide the total number by 12 to give the agreed average CPI inflation. The same process will apply in 2026 using the period January 2026 to December 2026.
6. Should an increase be triggered in either year, the inflation guarantee payment will be paid as a one off consolidated pensionable payment in March 2026 and March 2027 respectively. The inflation guarantee payment will be calculated on the pre uplift salary as at 31 March 2025 or 31 March 2026
7. Should an increase be triggered in either year, employees who have benefited from promotion or increments will be entitled to the full in year value based upon their pay journey (i.e. in a year if an additional 1.5% inflation guarantee payment is due, a Band 6 who has been promoted to Band 7 on 14 July would receive the additional payment based on their Band 6 salary until 13 July and on their new Band 7 salary from 14 July for the rest of the year. The same principle will apply for staff moving up an increment in year).
8. Any increase applied will be permanent and apply to all AfC pay points, leads and allowances which increase in line with pay uplifts.

Examples

- a) If from January 2025 to December 2025 average CPI inflation is 2.5%, no adjustment would be made as the pay award is 1.75 percentage points above average CPI inflation.
- b) As another example, if from January 2025 to December 2025 average CPI inflation is 3.5%, an adjustment would be made with a 0.25% pay uplift to all pay points as the pay award is only 0.75 percentage points above average CPI inflation, and therefore below the one percentage point threshold.
- c) As another example, if from January 2025 to December 2025 average CPI inflation is 5.2%, an adjustment would be made with a 1.95% pay uplift to all pay points as the pay award is 0.95 percentage points lower than average CPI inflation, therefore below the one percentage point threshold. If then in January 2026 to December 2026 inflation averaged 8.2%, an adjustment would be made with a 5.45% pay uplift to all pay points as the pay award is 3.95 percentage points lower than average CPI inflation, and therefore again it is below the one percentage point threshold.