Health Department
Workforce Directorate

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To: Human Resources Directors

c.c Chief Executives

Your ref:
Our ref:

23 May 2007

I write in relation to the implementation of the 2007/08 pay award for NHS staff in Scotland. As a starting point, I think that it would be helpful that I confirm the position of Nicola Sturgeon, Cabinet Secretary for Health and Wellbeing in relation to this award. The new administration stands by the decision to pay staff in Scotland at the levels recommended by the Doctors and Dentists Pay Review Body (DDRB) and the Nurses and Other Health Professionals Review Body (NOHPRB). I can also confirm the Cabinet Secretary's position is that that the pay awards in Scotland will not be staged.

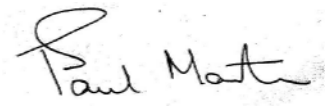
Notwithstanding that, we have not been in a position to issue pay circulars instructing Boards to implement the recommended levels of increase. This is because unions representing staff covered by the Pay Negotiating Council (PNC) have rejected the offer of 2.5% put to them by the Executive on 27 April and have intimated that they are considering balloting their members for strike action. Discussions at UK level are ongoing in an attempt to resolve this matter.

Although covered by one pay system i.e. Agenda for Change, non medical staff are subject to separate processes for determining their annual pay uplift i.e. the NOHPRB and the PNC. Given the integrated nature of the Agenda for Change pay system our current position is that we are not prepared to implement the recommendations of the NOHPRB for staff covered by that body until such time as the PNC process has concluded.

This means that staff will not receive the 2.5% rise in their May pay packets. I am looking to Human Resources Directors to ensure that clear messages are sent to staff in your areas on this issue, both in terms of the potential timing for implementation of any pay rise and on the reasons why the Executive has not yet instructed this implementation.

I hope that this is clear and would ask that if you have any queries whatsoever in relation to this matter you contact Colin McGowan, Head of Pay and Pensions on 0131 244 2281 or on email at colin.mcgowan@scotland.gsi.gov.uk.

Yours faithfully



Paul Martin
Chief Nursing Officer and Interim Director for Workforce

SE Approved
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