



Quarry House
Quarry Hill
Leeds LS2 7UE

Tel: 0113 2545000

Agenda for Change – (EI) Pay Circular - 2004

TO: Chief Executives Early Implementer Sites:

Aintree Hospitals NHS Trust
Avon and Wiltshire Mental Health Partnership NHSTrust
Central Cheshire Primary Care Trust
City Hospitals Sunderland NHS Trust
East Anglian Ambulance NHS Trust
Guy's and St Thomas' Hospital NHS Trust
Herefordshire NHS Primary Care Trust
James Paget Healthcare NHS Trust
North East Ambulance Service NHS Trust
Papworth Hospital NHS Trust
South West London and St George's Mental Health NHSTrust West
Kent NHS and Social Care Trust

5 March 2004

Dear Chief Executive

EARLY IMPLEMENTATION OF AGENDA FOR CHANGE INCREASES TO PAY SCALES FOR 2004/5 FOR NHS STAFF WORKING IN EARLY IMPLEMENTER SITES

1. With effect from 1 April 2004 the national salary scales for staff working in the Agenda for Change "Early Implementer" sites will be increased by 3.225%. Revised salaries for full time employees are set out in the attached Annex A to this letter.

High Cost Area Supplements

2. The minimum and maximum payments for High Cost Area Supplements have also been updated by 3.225%. Details of the new rates are listed at Annex B.
3. EI employers are asked to ensure that the necessary arrangements are made as soon as possible to implement these new pay scales.

ENQUIRIES

4. Employers should direct enquiries about the content of this letter and other implementation issues to their individual 'Best Practice Facilitator'.
5. Employees should direct their individual enquiries about assimilation and the effect of the new pay and terms and conditions of service to their local employer
6. Copies of this letter can be obtained from the *Agenda for Change* website at www.dh.gov.uk/PolicyAndGuidance/HumanResourcesAndTraining/ModernisingPay/AgendaforChange

Yours faithfully



Nick Clarke
Deputy Head of NHS Pay Branch

Cc: Agenda for Change Project Leads
Best Practice Facilitators
NHS Joint Unions

ANNEX A

**PAY BANDS FOR STAFF IN EARLY IMPLEMENTOR SITES
COVERED BY AGENDA FOR CHANGE EFFECTIVE FROM 1
APRIL 2004/05**

Table 1

Point	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8				
								Range A	Range B	Range C	Range D	
1	10,762	<i>10,975*</i>										
2	11,135											
3	11,508	11,508	<i>11,668*</i>									
4	11,827	11,827										
5		12,147	<i>12,147*</i>									
6		12,520										
7		12,893	<i>12,733*</i>									
8		13,266	13,266	<i>13,479*</i>								
9		13,745	13,745									
10		14,278	14,278	<i>14,278*</i>								
11			14,598									
12			15,024	<i>14,811*</i>								
13			15,504	15,504								
14			15,877	15,877	<i>15,877*</i>							
15				16,463	<i>16,516*</i>							
16				17,049	<i>17,049*</i>							
17				17,581								
18				18,114	18,114							
19				18,647	18,647	<i>18,913*</i>						
20					19,180							
21					19,819	<i>19,819*</i>						
22					20,458							
23					21,044	<i>20,778*</i>						
24					21,630	21,630						
25					22,483	22,483	<i>22,057*</i>					
26					23,442	<i>23,442*</i>						
27						24,401						
28						25,253	<i>24,827*</i>					
29						26,106	26,106					
30						26,958	26,958					
31						27,917	27,917					
32						29,302	29,302					
33							30,155	<i>30,155*</i>				
34							31,114	<i>31,114*</i>				
35							32,179	<i>32,179*</i>				
36							33,298	33,298				
37							34,417	34,417	<i>34,417*</i>			
38								35,802	<i>35,802*</i>			
39								37,187	<i>37,187*</i>			
40								38,786	38,786			
41								39,958	39,958	<i>39,958*</i>		
42								41,982	<i>41,982*</i>			
43								44,326	<i>44,326*</i>			
44								46,671	46,671			
45								47,949	47,949	<i>47,949*</i>		
46									50,080	<i>50,080*</i>		
47									52,425	<i>52,425*</i>		
48									55,941	55,941		
49									57,539	57,539		
50											59,937	
51											62,867	
52											66,063	
53											69,260	

*Pay rates in italic are special transitional points which apply only during assimilation to the new system in accordance with the proposed agreement on Agenda for Change.

ANNEX B

HIGH COST AREA SUPPLEMENTS

FROM 1 APRIL 2004

	% of basic pay	Minimum	Maximum
Inner London	20%	£3,197	£5,328
Outer London	15%	£2,664	£3,729
Fringe	5%	£799	£1,385