FOI – 202600507065 – Public Sector Pay Rise

Document List

Hi [redacted] – the attached circular is due to be published this afternoon updating pay arrangements for AfC staff in light of the Infflation Guarantee being triggered. You may find it helpful to see it. Although bear in mind it is embargoed till later today.

[redacted]

From: [redacted]
Sent: 23 January 2026 10:09
To [redacted]
Cc: [redacted]
Subject: RE: NHS AfC - Inflation Guarantee Payment [SEC=OFFICIAL]

Morning,

The detail below looks fine. One query – the third bullet mentions the payment being a one-off. Might just be a terminology thing and it just refers to arrears, but to confirm, the payment for Agenda for Change staff is a consolidated, recurring uplift to pay points.

Thanks
[redacted]

[redacted] Unit Head | Agenda for Change Pay, Terms and Conditions| Workforce Pay, Practice and Partnership| Health Workforce | Scottish Government

From: [redacted]
Sent: 23 January 2026 10:00
To: [redacted]
Subject: RE: NHS AfC - Inflation Guarantee Payment [SEC=OFFICIAL]

[redacted]

Copying in [redacted] as he is the guru in this. We will be issuing our circular today on this to NHS Boards to enable the payment.

Regards

[redacted]

[redacted]
Head of NHS Pay
Culture, Pay and Partnership Division
Directorate of Health Workforce
Scottish Government
St Andrew's House
Regent Road
Edinburgh
EH1 3DG

Tel: 07920 284936.

From: [redacted]
Sent: 23 January 2026 09:56
To: [redacted]
Cc: [redacted]
Subject: RE: NHS AfC - Inflation Guarantee Payment [SEC=OFFICIAL]

Hi [redacted]

Hope you are well. SPS colleagues have got in touch below about how to manage the inflation guarantee and is looking for some sense check and to align with now this is managed in the NHS.

Would you be able to advise?

Thanks a lot

[redacted]

From: [redacted]
Sent: 22 January 2026 17:32
To: [redacted]
Cc: [redacted]
Subject: NHS AfC - Inflation Guarantee Payment [SEC=OFFICIAL]

OFFICIAL

Hi [redacted]

Hope you are well?

Just following up regarding SPS' two-year pay deal (2025/26 and 2026/27) which as you know mirrored the [redacted] pay deal. Specifically looking for guidance on the inflation guarantee payment (IGP) commitment to ensure consistency of application here in SPS.

For both SPS/NHS, staff received a 4.25% increase in pay for 2025/26 and are due to receive a 3.75% increase in 2026/27, with a guarantee that the increase in pay in

each year will be at least 1 percentage point above the average CPI inflation.

[redacted]

- [redacted]
- [redacted]
- [redacted]

[redacted]

Ae you able to help/advise or point me in the right direction?

Many thanks in advance

[redacted]

Head of HR Central Services | Organisational Development Directorate | Scottish Prison Service
+: One Lochside, 1 Lochside Avenue, Edinburgh, EH12 9DJ | (: [redacted] | :: [redacted] or [redacted]

Helping to build a Safer Scotland – Unlocking Potential: Transforming Lives
SPS Values: Belief | Respect | Integrity | Openness | Compassion | Humility | Innovation

[redacted]

Thanks for getting back quickly. As soon as the RG has considered the proposal, and provided us with a decision, we will let you know.

Thanks.

[redacted] | Workforce Team | Police Workforce, Diversity and Inquiry Sponsorship | Police Division | Safer Communities Directorate | Scottish Government
(: [redacted]

From: [redacted]
Sent: 27 January 2026 16:09
To: [redacted]
Subject: RE: Publication of Chief Executive Pay Policy 2025–26 [OFFICIAL]

OFFICIAL
Hi [redacted],

[redacted]

If you need anything else just let me know.

Thanks
[redacted]

[redacted]
Workforce Governance Lead

Tel / Fòn: [redacted]
Mob / F-làimhe: [redacted]

From:
[redacted]
Sent: 27 January 2026 14:52
To[redacted]
Subject: RE: Publication of Chief Executive Pay Policy 2025–26 [OFFICIAL]

[redacted]

Thanks for your help with this proposal.

We will be going to the Remuneration Group
[redacted]

[redacted]

Happy to discuss.

[redacted] | Workforce Team | Police Workforce, Diversity and Inquiry Sponsorship | Police Division | Safer Communities Directorate | Scottish Government
(: [redacted]

[redacted]

From: [redacted]
Sent: 10 February 2026 12:54
To: Donald McGillivray <[redacted]>; Kerry Morgan <[redacted]>
Cc: [redacted]
Subject: FW: RG(26)01 - Remuneration Group Sign-Off Note - Scottish Police Authority - Executive Pay and Structure Review - 28 January 2026

[redacted]

Apologies, I hadn't realised you were missing from the copylist.

[redacted]

[redacted]

[redacted]
Unit Head, Police Workforce, Diversity and Inquiry Sponsorship | Police Division | Directorate for Safer Communities | Scottish Government
1R St Andrew's House, Edinburgh, EH1 3DG

I am currently working on a hybrid pattern, Tuesday to Friday. You contact me by e-mail or on MS Teams

From: [redacted] **On Behalf Of** RG Secretariat
Sent: 10 February 2026 11:52
To: [redacted]
Cc: [redacted]

[redacted]Neil Richardson ; Mark Adderley ; Colin Lancaster ; Cathy Sumner ; [redacted] ; Judith Mackinnon ; Chief Financial Officer ; Jackie Mcallister ; Fiona Hogg ; [redacted] ; [redacted] ; Richard McCallum
Subject: RG(26)01 - Remuneration Group Sign-Off Note - Scottish Police Authority - Executive Pay and Structure Review - 28 January 2026

FoI requests: where FOISA requests seek release of papers which divisions hold on file or in Objective, Remuneration Group Secretariat should always be consulted if release is being considered.

Hi [redacted]

Please find attached a sign-off letter from Mark Adderley, Chair of the Scottish Government Remuneration Group regarding RG(26)01 – Scottish Police Authority – Executive Pay and Structure Review.

Kind Regards,

[redacted]

Kerry

In relation to Don's comment on the RG position, [redacted]

[redacted]

[redacted]

[redacted]
Unit Head, Police Workforce, Diversity and Inquiry Sponsorship | Police Division | Directorate for Safer Communities | Scottish Government
1R St Andrew's House, Edinburgh, EH1 3DG

I am currently working on a hybrid pattern, Tuesday to Friday. You contact me by e-mail or on MS Teams

Hi [redacted]

[redacted]

[redacted]

[redacted]

[redacted]

Happy to discuss

[redacted]

[redacted] | Police Workforce Team Leader | Police Division | Safer Communities Directorate | Scottish Government
1R | St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Mobile: [redacted]

Rail Director
Rail
177 Bothwell St, Glasgow G2 7ER

bc

[redacted]
Scottish Rail Holdings
Via Email

Date:
16 January
2025

FY 2025/26 – ScotRail Trains Interim Managing Director Pay

Dear [redacted],

1. Scottish Rail Holdings (SRH) has submitted proposals for ScotRail Trains (SRT) in regards to their Interim Managing Director following the approval at the respective boards.
2. [redacted]
3. [redacted]

    - [redacted]

1. [redacted]
2. [redacted]
3. [redacted]

Regards

Graeme Cook
Rail Director

Good news [redacted] , thanks

Amanda

[redacted]
People & Culture Director
Email : [redacted]
Mob: [redacted]

SRH
Scottish Rail Holdings Ltd
St. Vincent Plaza
3rd Floor
319 St. Vincent Street
Glasgow
G2 5LD

Scottish Rail Holdings Limited is a limited company registered in Scotland with registered number SC548826. Our registered office is at 3rd Floor St Vincent Plaza, 319 St Vincent Street, Glasgow, G2 5LP

Classified as OFFICIAL-SENSITIVE
From: [redacted]
Sent: 16 January 2026 12:22
To: [redacted]
Subject: RE: SRT MD Pay Award business case

[redacted]

All good and [redacted] has issued the letter to [redacted]. Thanks for all the work on this one and will tie in on the other too.

[redacted]

From: [redacted]
Sent: 22 January 2026 07:18
To: [redacted]
Subject: FW: Pay 2025/26 - Inflation Guarantee [OFFICIAL]
Importance: High

OFFICIAL
FYI

From: [redacted]
Sent: 21 January 2026 08:50
To: [redacted]
Subject: Pay 2025/26 - Inflation Guarantee [OFFICIAL]
Importance: High

OFFICIAL
Good morning, all.

As promised, I said I would get in touch as soon as the December 2025 CPI figure was released. As you can see from the table below, this has resulted in a triggering of the Inflation Guarantee (IG), with an adjustment required of 0.4%.

[redacted]

[redacted] In the meantime, please get back to me with any questions. Happy to convene a quick catch-up if required.

Kind regards

[redacted]

Month	CPI
Jan-25	3.0%
Feb-25	2.8%
Mar-25	2.6%
Apr-25	3.5%
May-25	3.4%

Jun-25	3.6%
Jul-25	3.8%
Aug-25	3.8%
Sep-25	3.8%
Oct-25	3.6%
Nov-25	3.2%
Dec-25	3.4%
Average	**3.4%**
Add 1%	4.4%
Adjustment	0.4%

Rail Director
Rail
177 Bothwell St, Glasgow G2
7ER

Date:
28 January 2026

Professor Iain Docherty
Scottish Rail Holdings
Via Email

FY 2025/26 – Scottish Rail Holdings Chief Executive Officer Pay

Dear Iain,

1. Scottish Rail Holdings (SRH) has submitted proposals in regards to their Chief Executive Officer following the approval at the respective boards.

2. SRH have requested the following, backdated to 1 April 2025:

    • SRH Chief Executive Officer pay award of 4%

3. I note that this is a 1 year pay award, in line with the Scottish Government Pay Policy.

4. I am writing to you to confirm that, as sponsor representative, I grant Scottish Rail Holdings the authority to proceed on the basis of the above.

Regards

Graeme Cook
Rail Director

NHS Circular:

1.
PCS(AFC)2026/1

Scottish Government
Riaghaltas na h-Alba
gov.scot

Dear Colleague

2. PAY AND CONDITIONS FOR NHS STAFF COVERED BY THE AGENDA FOR CHANGE AGREEMENT

2.1 Summary

1. This circular updates the two year pay settlement for Agenda for Change staff in NHS Scotland previously set out in [redacted] This is necessary because the inflation guarantee which was part of that deal has been triggered.

2. Under the agreement, Agenda for Change staff in Scotland were due a 4.25% increase in pay in 202526 and a 3.75% increase in pay in 2026-27. However, the settlement also contains a guarantee that the increase in pay in each year will be at least one percentage point above the average CPI inflation for the calendar year of the uplift (see **Annex A** for further information).

3. CPI inflation in the 2025 calendar year has now been confirmed as 3.4%, meaning pay rates and all relevant payments will need to be adjusted by 0.15%. The headline settlement for 2025-26 is therefore now 4.4%.

4. Staff should notice this change in their February salaries, with the majority of arrears occasioned by this change paid in March.

5. This update to 2025-26 rates creates a new baseline for 2026-27 and the 3.75% settlement in 2026-27 will be adjusted accordingly.

2.2 Revised Pay Rates

6. **Annex B** sets out the new pay rates for 2025-26 and 2026-27 and **Annex C** sets these in the context of individual pay journeys.

23 January 2026

Addressees

2.2.1 For action

Chief Executives,
Directors of Finance, Directors of Human Resources: NHS Boards and Special Health Boards, NHS National Services Scotland (Common Services Agency) and Healthcare Improvement Scotland

2.2.2 For information

Members, Scottish Partnership Forum
Members, Scottish Terms and Conditions Committee
Members, Scottish Workforce and Governance Committee

Enquiries to:

[redacted]
Scottish Government Health Directorates
Health Workforce
Ground Floor Rear
St Andrew's House
EDINBURGH EH1 3DG
E-mail:
hwfpaytermsandconditions@gov.scot

2.3 Scottish Living Wage

7. NHS Scotland is a Living Wage employer and, as such, the lowest salary available as part of the 2025-26 element of this settlement (£25,597) translates into an hourly rate of £13.27 per hour, which is above the Real Living Wage rate of £12.60 per hour in place when the settlement was agreed. The new lowest salary as part of the 2026-27 settlement (£26,557) translates into an hourly rate of £14.15 per hour, which will be above the new Real Living Wage of £13.45 per hour which has been announced.

2.4 On-Call Availability Allowance

8. In line with paragraph 7.2 of [redacted]he On-Call Availability Allowance now needs to be increased from 1 April 2025 by 4.4% meaning the rate payable from that date is £26.51, rather than the original rate of £26.47. This will entail a small amount of arrears for those who have worked on-call in the intervening period. On 1 April 2026, this rate will increase by 3.75%, meaning the new rate from that date will be £27.51 per session.

2.5 Pay Protection

9. Staff on organisational change pay protection as at 1 April 2025 should have their protected earnings levels increased as if the 4.4% uplift had been applied from 1 April 2025. Staff on organisational change pay protection as at 1 April 2026 should have their protected earnings levels increased by 3.75%, as before. Staff not at the top of their Band remain eligible for any incremental progression on their protected pay scale and this will need to be adjusted to take account of the rates set out in Annex B and C. The adjustments indicated above will entail payment of arrears, as appropriate.

2.6 Recruitment and Retention Premia (RRP)

10. Any RRPs which increase in line with pay uplifts should have that increase adjusted to 4.4%% from 1 April 2025, as opposed to the previous 4.25%, with arrears paid accordingly. A further 3.75% should be applied from 1 April 2026.

2.7 Cabinet Secretary Approval

11. The provisions of this circular have been approved by Scottish Ministers under Regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 (SI 1991 No 537). A copy of the formal approval is attached.

2.8 Action

12. NHS Boards and Special Health Boards should ensure that the new rates are paid from 1 April 2025 and 1 April 2026 as indicated.

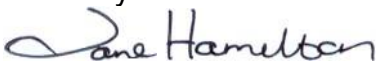
2.9 Enquiries

13. Employees should direct their personal enquiries to their employing NHS Board or Special Health Board.

14. This circular can be found online at:

[redacted]

Yours
sincerely



3. JANE HAMILTON
Deputy Director
Health Workforce: Culture, Pay and Partnership Division

The Scottish Government
Health Workforce
Culture, Pay and Partnership Division

Scottish Government
Riaghaltas na h-Alba
gov.scot

NATIONAL HEALTH SERVICE
APPROVAL OF REMUNERATION AND CONDITIONS OF SERVICE

In accordance with regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 (S.I. 1991/537) the remuneration and conditions of service set out in the attached Scottish Government Health Workforce Directorate circular of 23 January 2026 – PCS(AFC)2026/1 – in respect of salary for NHS Scotland staff covered by the Agenda for Change agreement are hereby approved for the purposes of the said Regulations.

Jane Hamilton

JANE HAMILTON
Deputy Director
Health Workforce: Culture, Pay and Partnership Division
23 January 2026

ANNEX A

3.1 AGENDA FOR CHANGE: 2025-26 AND 2026-27 PAY SETTLEMENT – INFLATION GUARANTEE

As part of the 2025-26 and 2026-27 pay settlement there is a guarantee that each year of this pay deal will be 1 percentage point higher than average CPI inflation. **The pay deal 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 settlement 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 settlement 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.

3.2 2025-26 pay uplift 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.

3.3 2026-27 pay uplift 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.

ANNEX B

4. NHS SCOTLAND AGENDA FOR CHANGE PAY RATES FROM 1 APRIL 2025

Band	Pt	2024-25 Rates	2025/26 Rates with Original 4.25% Uplift	2025/26 Rates with New 4.4% Uplift	Difference to Original Rate	Revised Uplift £	Hourly Rate
Band 1	1	£24,518	£25,560	**£25,597**	£37	£1,079	£13.27
Band 2	1	£24,647	£25,694	**£25,731**	£37	£1,084	£13.34
	2	£26,763	£27,900	**£27,941**	£41	£1,178	£14.48
Band 3	1	£26,869	£28,011	**£28,051**	£40	£1,182	£14.54
	2	£28,998	£30,230	**£30,274**	£44	£1,276	£15.69
Band 4	1	£29,116	£30,353	**£30,397**	£44	£1,281	£15.76
	2	£31,670	£33,016	**£33,063**	£47	£1,393	£17.14
Band 5	1	£31,892	£33,247	**£33,295**	£48	£1,403	£17.26
	2	£34,077	£35,525	**£35,576**	£51	£1,499	£18.44
	3	£39,735	£41,424	**£41,483**	£59	£1,748	£21.50
Band 6	1	£39,912	£41,608	**£41,668**	£60	£1,756	£21.60
	2	£41,670	£43,441	**£43,503**	£62	£1,833	£22.55
	3	£48,635	£50,702	**£50,775**	£73	£2,140	£26.32
Band 7	1	£48,788	£50,861	**£50,935**	£74	£2,147	£26.40
	2	£50,651	£52,804	**£52,880**	£76	£2,229	£27.41
	3	£56,747	£59,159	**£59,244**	£85	£2,497	£30.71
Band 8A	1	£60,126	£62,681	**£62,772**	£91	£2,646	£32.54
	2	£64,906	£67,665	**£67,762**	£97	£2,856	£35.12
Band 8B	1	£70,986	£74,003	**£74,109**	£106	£3,123	£38.41
	2	£75,937	£79,164	**£79,278**	£114	£3,341	£41.09
Band 8C	1	£83,837	£87,400	**£87,526**	£126	£3,689	£45.37
	2	£89,866	£93,685	**£93,820**	£135	£3,954	£48.63
Band 8D	1	£99,534	£103,764	**£103,913**	£149	£4,379	£53.86
	2	£103,795	£108,206	**£108,362**	£156	£4,567	£56.17
Band 9	1	£117,732	£122,736	**£122,912**	£176	£5,180	£63.71
	2	£122,831	£128,051	**£128,236**	£185	£5,405	£66.47

5. NHS SCOTLAND AGENDA FOR CHANGE PAY RATES FROM 1 APRIL 2026

Band	Point	2025-26 Rates	2026/27 Rates 3.75% Uplift	Uplift £	Hourly Rate
Band 1	1	£25,597	**£26,557**	£960	£14.15
Band 2	1	£25,731	**£26,696**	£965	£14.22
	2	£27,941	**£28,988**	£1,047	£15.44
Band 3	1	£28,051	**£29,103**	£1,052	£15.50
	2	£30,274	**£31,409**	£1,135	£16.73
Band 4	1	£30,397	**£31,537**	£1,140	£16.80
	2	£33,063	**£34,303**	£1,240	£18.27
Band 5	1	£33,295	**£34,544**	£1,249	£18.40
	2	£35,576	**£36,911**	£1,335	£19.66
	3	£41,483	**£43,039**	£1,556	£22.93
Band 6	1	£41,668	**£43,231**	£1,563	£23.03
	2	£43,503	**£45,135**	£1,632	£24.04
	3	£50,775	**£52,679**	£1,904	£28.06
Band 7	1	£50,935	**£52,845**	£1,910	£28.15
	2	£52,880	**£54,863**	£1,983	£29.23
	3	£59,244	**£61,466**	£2,222	£32.74
Band 8A	1	£62,772	**£65,125**	£2,353	£34.69
	2	£67,762	**£70,303**	£2,541	£37.45
Band 8B	1	£74,109	**£76,888**	£2,779	£40.96
	2	£79,278	**£82,251**	£2,973	£43.82
Band 8C	1	£87,526	**£90,808**	£3,282	£48.38
	2	£93,820	**£97,338**	£3,518	£51.85
Band 8D	1	£103,913	**£107,810**	£3,897	£57.43
	2	£108,362	**£112,426**	£4,064	£59.89
Band 9	1	£122,912	**£127,521**	£4,609	£67.93
	2	£128,236	**£133,044**	£4,808	£70.88

ANNEX C

6. NHS SCOTLAND AGENDA FOR CHANGE PAY RATES FROM 1 APRIL 2025: FULL PAY JOURNEY

Band 1	Yearly Increment	2024/25 Rates	**2025/26 Rates**
	1	£24,518	**£25,597**

Band 2	Yearly Increment	2024/25 Rates	**2025/26 Rates**
	1	£24,647	**£25,731**
	2	£24,647	**£25,731**
	3	£26,763	**£27,941**

Band 3	Yearly Increment	2024/25 Rates	**2025/26 Rates**
	1	£26,869	**£28,051**
	2	£26,869	**£28,051**
	3	£28,998	**£30,274**

Band 4	Yearly Increment	2024/25 Rates	**2025/26 Rates**
	1	£29,116	**£30,397**
	2	£29,116	**£30,397**
	3	£29,116	**£30,397**
	4	£31,670	**£33,063**

Band 5	Yearly Increment	2024/25 Rates	**2025/26 Rates**
	1	£31,892	**£33,295**
	2	£31,892	**£33,295**
	3	£34,077	**£35,576**
	4	£34,077	**£35,576**
	5	£39,735	**£41,483**

Band 6	Yearly Increment	2024/25 Rates	**2025/26 Rates**
	1	£39,912	**£41,668**
	2	£39,912	**£41,668**
	3	£41,670	**£43,503**
	4	£41,670	**£43,503**
	5	£41,670	**£43,503**
	6	£48,635	**£50,775**

Band 7	Yearly Increment	2024/25 Rates	**2025/26 Rates**
	1	£48,788	**£50,935**
	2	£48,788	**£50,935**
	3	£50,651	**£52,880**
	4	£50,651	**£52,880**
	5	£50,651	**£52,880**
	6	£56,747	**£59,244**

Band 8A	Yearly Increment	2024/25 Rates	**2025/26 Rates**
	1	£60,126	**£62,772**
	2	£60,126	**£62,772**
	3	£60,126	**£62,772**
	4	£60,126	**£62,772**
	5	£60,126	**£62,772**
	6	£64,906	**£67,762**

Band 8B	Yearly Increment	2024/25 Rates	**2025/26 Rates**
	1	£70,986	**£74,109**
	2	£70,986	**£74,109**
	3	£70,986	**£74,109**
	4	£70,986	**£74,109**
	5	£70,986	**£74,109**
	6	£75,937	**£79,278**

Band 8C	Yearly Increment	2024/25 Rates	**2025/26 Rates**
	1	£83,837	**£87,526**
	2	£83,837	**£87,526**
	3	£83,837	**£87,526**
	4	£83,837	**£87,526**
	5	£83,837	**£87,526**
	6	£89,866	**£93,820**

Band 8D	Yearly Increment	2024/25 Rates	**2025/26 Rates**

	1	£99,534	**£103,913**
	2	£99,534	**£103,913**
	3	£99,534	**£103,913**
	4	£99,534	**£103,913**
	5	£99,534	**£103,913**
	6	£103,795	**£108,362**

Band 9	Yearly Increment	2024/25 Rates	**2025/26 Rates**
	1	£117,732	**£122,912**
	2	£117,732	**£122,912**
	3	£117,732	**£122,912**
	4	£117,732	**£122,912**
	5	£117,732	**£122,912**
	6	£122,831	**£128,236**

NHS SCOTLAND AGENDA FOR CHANGE PAY RATES FROM 1 APRIL 2026:

7. FULL PAY JOURNEY

Band 1	Yearly Increment	2025/26 Rates	**2026/27 Rates**
	1	£25,597	**£26,557**

Band 2	Yearly Increment	2025/26 Rates	**2026/27 Rates**
	1	£25,731	**£26,696**
	2	£25,731	**£26,696**
	3	£27,941	**£28,988**

Band 3	Yearly Increment	2025/26 Rates	**2026/27 Rates**
	1	£28,051	**£29,103**
	2	£28,051	**£29,103**
	3	£30,274	**£31,409**

Band 4	Yearly Increment	2025/26 Rates	**2026/27 Rates**
	1	£30,397	**£31,537**
	2	£30,397	**£31,537**
	3	£30,397	**£31,537**
	4	£33,063	**£34,303**

Band 5	Yearly Increment	2025/26 Rates	**2026/27 Rates**
	1	£33,295	**£34,544**
	2	£33,295	**£34,544**
	3	£35,576	**£36,911**
	4	£35,576	**£36,911**
	5	£41,483	**£43,039**

Band 6	Yearly Increment	2025/26 Rates	**2026/27 Rates**
	1	£41,668	**£43,231**
	2	£41,668	**£43,231**

	3	£43,503	**£45,135**
	4	£43,503	**£45,135**
	5	£43,503	**£45,135**
	6	£50,775	**£52,679**

Band 7	Yearly Increment	2025/26 Rates	**2026/27 Rates**
	1	£50,935	**£52,845**
	2	£50,935	**£52,845**
	3	£52,880	**£54,863**
	4	£52,880	**£54,863**
	5	£52,880	**£54,863**
	6	£59,244	**£61,466**

Band 8A	Yearly Increment	2025/26 Rates	**2026/27 Rates**
	1	£62,772	**£65,125**
	2	£62,772	**£65,125**
	3	£62,772	**£65,125**
	4	£62,772	**£65,125**
	5	£62,772	**£65,125**
	6	£67,762	**£70,303**

Band 8B	Yearly Increment	2025/26 Rates	**2026/27 Rates**
	1	£74,109	**£76,888**
	2	£74,109	**£76,888**
	3	£74,109	**£76,888**
	4	£74,109	**£76,888**
	5	£74,109	**£76,888**
	6	£79,278	**£82,251**

Band 8C	Yearly Increment	2025/26 Rates	**2026/27 Rates**
	1	£87,526	**£90,808**
	2	£87,526	**£90,808**

	3	£87,526	**£90,808**
	4	£87,526	**£90,808**
	5	£87,526	**£90,808**
	6	£93,820	**£97,338**

Band 8D	Yearly Increment	2025/26 Rates	**2026/27 Rates**
	1	£103,913	**£107,810**
	2	£103,913	**£107,810**
	3	£103,913	**£107,810**
	4	£103,913	**£107,810**
	5	£103,913	**£107,810**
	6	£108,362	**£112,426**

Band 9	Yearly Increment	2025/26 Rates	**2026/27 Rates**
	1	£122,912	**£127,521**
	2	£122,912	**£127,521**
	3	£122,912	**£127,521**
	4	£122,912	**£127,521**
	5	£122,912	**£127,521**
	6	£128,236	**£133,044**