Payments for working outside normal hours

Pay Band	All time on Saturday (midnight to midnight) and any week day after 8pm and before 6am	All time on Sundays and Public Holidays (midnight to midnight)
1	Time plus 50%	Double Time
2	Time plus 44%	Time plus 88%
3	Time plus 37%	Time plus 74%
4 - 9	Time plus 30%	Time plus 60%

Applicable in Ambulance Trusts only:

Average unsocial hours	Percentage enhancment to basic salary	
	Bands 1-7	Band 8-9
0-5	Local agreement	Local agreement
5-9	9%	9%
10-13	13%	10%
14-17	17%	10%
18-21	21%	10%
21+	25%	10%

High Cost Area Supplements from 1 April 2016

Area	Level (1 April 2016)
Inner London	20% of basic salary (subject to a minimum payment of £4,158 and a maximum payment of £6,405)
Outer London	15% of basic salary (subject to a minimum payment of £3,518 and a maximum of £4,483)
Fringe	5% of basic salary (subject to a minimum payment of £961 and a maximum payment of £1,665)

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Printed and published by UNISON, 130 Euston Road London NW1 2AY CU/October2016/24115 Stock No. 3524

UNISON Health Care

Agenda For Change
SCOTLAND PAY RATES
2016/2017

AGENDA FOR CHANGE PAY BANDS EFFECTIVE FROM 1 APRIL 2016

Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8				Band 9
							Range A	Range B	Range C	Range D	Range A
£16,132	£16,132	£17,360	£19,902	£22,218	£26,565	£31,696	£40,428	£47,092	£56,665	£67,920	£80,209
	£16,529	£17,895	£20,327	£22,683	£27,635	£32,731	£41,787	£48,514	£58,217	£69,860	£84,091
	£16,944	£18,503	£21,000	£23,597	£28,746	£33,895	£43,469	£50,972	£60,804	£72,771	£88,127
	£17,360	£18,868	£21,683	£24,547	£29,626	£35,577	£45,150	£53,818	£63,651	£76,329	£92,357
	£17,895	£19,354	£22,092	£25,551	£30,661	£36,612	£47,092	£56,665	£67,920	£80,209	£96,791
	£18,503	£19,902	£22,218	£26,565	£31,696	£37,777	£48,514	£58,217	£69,860	£84,091	£101,436
		£20,327	£22,683	£27,635	£32,731	£39,070					
				£28,746	£33,895	£40,428					
					£35,577	£41,787					

NHS minimum wage in Scotland is £7.85
To Calculate your hourly rate divide your annual basic salary by 52.15 and then by 37.5

This information is published in the Agenda for Change Terms and Conditions handbook. The full AfC handbook can be found at www.nhsemployers.org/PayAndContracts/AgendaForChange