

**Cabinet Secretary for Health and Sport**  
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Philippa Hird  
Chair  
NHS Pay Review Body  
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*Dear Ms Hird,*

Further to my letter of 8 January, I am now pleased to present you with our remit and evidence for NHS Scotland staff covered by the NHS Pay Review Body for the 2018 pay round, which we would like you to consider.

As previously advised, the Cabinet Secretary for Finance and the Constitution announced the Scottish Government's Public Sector Pay Policy for 2018-19 on 14 December 2017 as part of his draft budget announcements. Stage 1 of the draft budget took place in Parliament on 31 January and there was a change to the Scottish Public Sector Pay Policy which will impact on the information we included in our previous letter to you. The revised pay policy summarised below provides the basis for the remit we would now like you to consider. It is a single year policy and sets out the parameters for pay increases for staff.

With regard to Pay Review Body interests, the main features of this policy are:

- lifting the pay cap by providing a guaranteed minimum increase of 3 per cent for public sector workers who earn £36,500 or less;
- a limit of up to 2 per cent on the increase in baseline paybill for those earning above £36,500 and below £80,000;
- limiting the maximum pay increase for those earning £80,000 or more to £1,600;
- continuation of the policy commitment to No Compulsory Redundancy.

You will appreciate that all consideration of staff pay by Scottish Ministers must be informed by this policy framework. However, beyond the elements set out above, we would wish the Pay Review Body to be as free as possible in considering the issues and making recommendations for Scotland for 2018-19.

I would again like to take this opportunity to thank the members of the Review Body for their work, and assure you that the Scottish Government continues to value the independent voice which the Review Body offers on Agenda for Change pay.

Copies of this letter will be sent to the Secretary of State for Health and the respective Ministers in the devolved administrations as well as representatives of the Staff Side and NHS employers.

Yours sincerely,  


**SHONA ROBISON**