

Jerry Cope  
Chair  
NHS Pay Review Body  
Office of Manpower Economics  
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Dear Mr Cope

Further to the letters that the NHS Pay Review Body has received from the Chief Secretary to the Treasury, Greg Hands, on 19 August 2015 and Lord Prior on 6 November 2015, I am writing to confirm the Scottish Government's remit to the NHS Pay Review Body for the 2016 pay round.

The Cabinet Secretary for Finance, Constitution and the Economy announced the Scottish Government's Public Sector Pay Policy for 2016-17 on 16 December 2015. This is a single year policy and sets out the parameters for pay increases for staff. A copy of the policy is available [here](#).

With regard to NHSPRB interests, the main features of this policy are:

- An overall 1 per cent cap on the cost of the increase in basic pay for those earning £22,000 or more.
- Continued measures to support the lower paid, specifically a continued commitment to paying the Scottish Living Wage and guaranteeing a minimum increase of £400 for staff earning less than £22,000
- Continuing the expectation to negotiate extensions to no compulsory redundancy agreements in return for new or continued flexibilities.

You will appreciate that all consideration on this issue 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 in 2016-17. It is important to take into account the considerable on-going financial challenges facing NHSScotland at the present time and that any pay increase has to be affordable.

I would 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 have been 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*

**SHONA ROBISON**