



T: 0300 244 4000  
E: scottish.ministers@gov.scot

Philippa Hird  
Chair, NHS Pay Review Body  
Office of Manpower Economics  
8th Floor, Fleetbank House  
2-6 Salisbury Square  
London  
EC4Y 8JX

19 December 2018

I am writing to set out the Scottish Government's position with regard to the NHS Pay Review process for 2019-20. As I highlighted in my letter dated 9 July, we have undertaken a fundamental reform to the Agenda for Change (AfC) system and put in place a three year pay deal from 2018-21.

I know that all sides have been thoughtful about the role the NHS Pay Review Body (NHSPRB) will play during the period of the pay deal, and note that the UK Government's Department for Health and Social Care submitted a remit to you for 2019-20 on the 21<sup>st</sup> of November. This sought observations on the implementation of the AfC pay deal in England and the case for a Recruitment and Retention Premium for IT staff. The Welsh Department of Health and Social Care subsequently submitted a remit on the 13<sup>th</sup> of December asking you to monitor the implementation of the Welsh pay deal.

I have decided the focus for 2019-20 should be on implementing the recommendations on the four areas of reform to terms and conditions from 1 April 2019, and also gathering evidence of the impact of the deal. Whilst the independent scrutiny which the NHSPRB provides is always helpful, I have not been able to identify substantive issues which would form the basis of a remit to be provided to you for 2019-20. I will continue to observe the process closely over 2019-20 and give fresh consideration to our position in 2020-21.

*Kind regards*

JEANE FREEMAN

Scottish Ministers, special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See [www.lobbying.scot](http://www.lobbying.scot)

