



Department of Health & Social Care

AfC Unions
[By email]

*From the Rt Hon Wes Streeting MP
Secretary of State for Health and Social Care*

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Dear all,

Thank you for your letter regarding the 2024-25 Agenda for Change (AfC) pay round and the non-pay commitments from last year's AfC deal. I was delighted to have the opportunity to meet with AfC Trade Union colleagues on your collective behalf last week, where we discussed these matters in more detail.

I deeply value all AfC staff and the work that they do in delivering NHS services. In my role as Secretary of State for Health and Social Care, I am looking forward to working in close partnership with trade unions to support the AfC workforce and to rebuild trust with the Government.

Over the past month, one of my key priorities has been to confirm the outcome of the 2024-25 pay round. I am very pleased that we have accepted all three of the NHS Pay Review Body (PRB) recommendations in full, despite the extremely difficult fiscal circumstances that this Government has inherited. These recommendations are:

- A consolidated 5.5% increase with effect from 1 April 2024 for all AfC staff
- An intermediate pay point being added at each of the Bands 8a, 8b, 8c, 8d and 9 to which staff should progress after two years at the respective band
- Government providing the NHS Staff Council with a funded mandate to resolve outstanding concerns within the AfC pay structure.

In addition to a meaningful pay rise, I know that making improvements to the AfC pay structure has been one of your priorities, and I have therefore welcomed the additional recommendations from the PRB that will help address some of your concerns. I look forward to working through these recommendations with trade unions and employers through the NHS Staff Council.

I am also aware of the importance of the non-pay commitments that were agreed as part of last year's AfC deal. I wanted to thank you for your contribution to this work over the past year on behalf of your members; my officials tell me that this has been a very productive and collaborative process. I look forward to considering the non-pay recommendations in due course and hope that we can continue to work together to deliver meaningful outcomes in these areas.

In a broader sense, I look forward to working with unions and employers to focus on my priorities of easing the cost of living pressures for lower paid staff, and establishing a sense of fairness across the wider health family. I would encourage all AfC unions and your members to participate fully in the engagement process accompanying the 10 Year NHS Plan, in order to help make the NHS truly fit for the future.

Yours ever,

RT HON WES STREETING MP