

Agenda for Change Scotlanc

Real terms change in AfC values

Introduction

The below table outlines estimates of the real-terms change in the value of AfC points for staff at the top of the band, compared to the RPI and the CPI inflation rates

Top-of-band values are used due to the difficulties of estimating individual workers' pay progression within band over time. The estimates are for the period April 2010 to the end of the current pay year in April 2021

Measured against the RPI, we estimate that pay for long serving staff will have been devalued by around 14 per cent in the majority of bands by April 2021

Estimates of real terms changes, £

	AfC top of band values		2010/11 in April 2021 if increased by inflation*		Change (unadjusted)		Change (RPI)	
	2010/11	2020/21	RPI	CPI	£	%	£	%
Band 1	14,364	18,478	19,128	17,682	4,114	28.6	-650	-3.4
Band 2	16,753	20,606	22,309	20,622	3,853	23.0	-1,703	-7.6
Band 3	18,577	22,594	24,738	22,868	4,017	21.6	-2,144	-8.7
Band 4	21,798	24,973	29,028	26,833	3,175	14.6	-4,055	-14.0
Band 5	27,534	31,649	36,666	33,893	4,115	14.9	-5,017	-13.7
Band 6	34,189	39,169	45,529	42,085	4,980	14.6	-6,360	-14.0
Band 7	40,157	46,006	53,476	49,432	5,849	14.6	-7,470	-14.0
Band 8A	46,621	53,414	62,084	57,389	6,793	14.6	-8,670	-14.0
Band 8B	55,945	64,095	74,500	68,866	8,150	14.6	-10,405	-14.0
Band 8C	67,134	76,914	89,400	82,640	9,780	14.6	-12,486	-14.0
Band 8D	80,810	89,732	107,612	99,474	8,922	11.0	-17,880	-16.6
Band 9	97,478	107,250	129,809	119,992	9,772	10.0	-22,559	-17.4

Inflation factors

Inflation values for April 2010 to April 2020 are taken from the ONS's Consumer Price Inflation Timeseries publication (18 November 2020 version), and predicted inflation for 2021 was taken from the OBR Economic and Fiscal Outlook published on 25 November 2020 (Table 2.6). This approach estimated that inflation between April 2010 and April 2021 will have been 33.2 per cent (RPI) and 23.1 per cent (CPI). Calculations are based on unrounded values.

AfC data sources

2010/11 https://www.gla.ac.uk/media/Media_142488_smxx.pdf

2020/21 [https://www.sehd.scot.nhs.uk/pcs/PCS2020\(AFC\)01.pdf](https://www.sehd.scot.nhs.uk/pcs/PCS2020(AFC)01.pdf)