

Question:

Could you please provide under FoI the costing schedule for Agenda for change bands to include gross salary, and all additional costs including management, employers contribution to national insurance and pension, accommodation costs etc.

Response:

The Agenda for Change (AfC) pay scales for 2025/26 can be found on the Department of Health's website, in Circular HSC (AfC) 06/2025. This can be found at the following link: [HE1 25 379860 HSC \(AfC\) \(6\) 2025 - Agenda for Change Pay Arrangements 2025-26.pdf](#)

This details the gross salary in respect of each AfC Band and scale point, based on a basic, full-time working week with no other pay enhancements such as working patterns which include, for example, periods defined as unsocial hours.

A costing schedule is available for use as a guide to the full cost of each Band, including employer costs, which is used, for example, for the costing of new services. The costing schedule is based on this basic, full-time working week at the mid-point of the scale points for each AfC Band, where available.

Based on these parameters, the full pay cost includes the basic salary and a calculation of employer costs, namely employer pension (superannuation), National Insurance and Apprenticeship Levy. This provides a total estimated pay cost per AfC Band and scale point, noted as 'Total S&W cost' on the schedule.

The costing schedule also includes a generic allowance for other non-pay costs which the Employer might incur. This is a high-level estimate for non-pay related costs only, as any actual costs will be dependent on a number of factors including the type of role. The AfC costing schedule does not include separate costs for management or accommodation costs.

The total full cost noted on the costing schedule therefore adds the pay (S&W) cost and the generic non-pay cost allowance to derive a 'cost per WTE' (whole time equivalent). As set out above, this is used as a basic estimate per full-time AfC Band only and, when appropriate, a number of adjustments to these costings are made, for example if costings are required for a 24/7 service.

The costing schedule is attached, see appendix 1.

It should be noted that this costing schedule provides only one costing per AfC Band and therefore the attached costing schedule does not include this full cost analysis for each and every Band and associated scale point, which are set out in the Department of Health Circular referenced above.

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2025/26 general costings – AFC extract

Post	Pay Point	Basic £	S'Ann 23.20% £	NIC £	Apprenticeship Levy 0.50% £	Total E'ers Costs		Total S&W Cost £	G&S up to 10% of basic pay (see note 5 below) £	Excess Travel Where Applicable (see note 6 below) £	Cost per WTE £	Gross Cost per Hour £
						£	%					
HSC (AFC) (6) 2025												
Band 2	1:1	24,465	5,676	2,920	122	8,718	35.63%	33,183	2,447	0	35,629	18.22
Band 3	2:2	26,598	6,171	3,240	133	9,543	35.88%	36,141	2,660	0	38,801	19.84
Band 4	2:2	30,162	6,998	3,774	151	10,923	36.21%	41,085	3,016	0	44,101	22.56
Band 5	2:3	33,487	7,769	4,273	167	12,209	36.46%	45,696	3,349	0	49,045	25.08
Band 6	2:3	40,823	9,471	5,373	204	15,049	36.86%	55,872	4,082	0	59,954	30.66
Band 7	2:3	50,273	11,663	6,791	251	18,706	37.21%	68,979	5,027	0	74,006	37.85
Band 8a	2:3	58,487	13,569	8,023	292	21,884	37.42%	80,371	5,849	0	86,220	44.10
Band 8b	2:3	68,631	15,922	9,545	343	25,810	37.61%	94,441	6,863	0	101,304	51.81
Band 8c	2:3	81,652	18,943	11,498	408	30,849	37.78%	112,501	8,165	0	120,667	61.71
Band 8d	2:3	96,941	22,490	13,791	485	36,766	37.93%	133,707	9,694	0	143,401	73.34
Band 9	2:3	115,763	26,857	16,614	579	44,050	38.05%	159,813	11,576	0	171,390	87.66