

Update on ACA Band 2 to Band 3 Pay Change – FAQs and Clarification

Since we announced on 31 March that all substantive/fixed term ACA Band 2 roles are moving to Band 3, we've received a number of questions. Rather than respond individually, we've summarised key points here as the same concerns may apply to others.

Band 3 Pay Scale for 2024/2025:

- 0–2 years' experience: £24,071
- 2+ years' experience: £25,674

Why the Change?

The ACA Band 2 role has been under review for a while. It's now recognised that the duties have reflected a Band 3 role since 1 September 2023, so we're backdating the pay change to that date.

How This Affects You

- Even if someone was still officially in a Band 2 post, we are treating their service since 1 September 2023 as if they were Band 3. This affects where they sit on the Band 3 scale.
- To be placed at the top of the Band 3 scale, a colleague must have had at least two years of service by 1 September 2023. This means they must have started their role on or before 1 September 2021.
- We understand some colleagues may have just missed this cut-off by a few weeks, and we appreciate this may be disappointing. However, we are applying this criteria consistently to ensure fairness **and you will move to the top of the band on your anniversary date.**

Examples:

- If you joined Band 2 on 1 Jan 2021 and moved to Band 3 on 1 Mar 2024, your earlier service will count. You'll be moved to the top point of Band 3 and this will be backdated to 1 Sept 2023.
- If you joined Band 2 on 1 Feb 2023 and moved to Band 3 on 1 Nov 2023, we'll treat your move as if it happened on 1 Sept 2023. You'll move to the top of Band 3 pay scale from 1 ~~Sept~~Feb 2025 (your 2-year mark).
- If you joined after 1 Mar 2023, you'll be on the lower Band 3 rate until you reach 2 years' service, then move to the top rate.

Training and Other Considerations

Some staff at Band 3 are O2 trained, others are not. Going forward, all new hires will need O2 training. We'll be speaking with current staff who haven't yet completed O2

training. No changes are being made to shifts or rotas for now. These will only be reviewed if operational needs change, as usual.

Back Pay and Pay Elements

Once the change is applied, any back pay owed (including overtime, unsocial hours, and pension contributions) will be automatically calculated.

Please note – For those on Section 2, Unsocial hours rates are slightly lower at Band 3 than they were at Band 2 (as per Section 2 of Agenda for Change).

If you have any queries regarding this change please direct them to hssystemenquiries@scas.nhs.uk