

WORKFORCE POLICY DIRECTORATE



Chief Executives of HSC Bodies¹;

For information:

**Directors of Finance and
Directors of Human Resources of each
body**

Castle Buildings
Stormont Estate
BELFAST BT4 3SQ
Tel: 028 9052 2388
Email: p&e@health-ni.gov.uk

Reference: HSC (AfC) (4) 2024

Date: 10th April 2024

Dear Colleagues

AGENDA FOR CHANGE PAY ARRANGEMENTS 2023/24

1. This pay circular informs HSC employers of the 2023/24 pay arrangements for staff covered by the Agenda for Change (AfC) terms and conditions of service.

Pay arrangements effective from 1 April 2023

2. The revised pay scales for 2023/24 set out in this circular will apply in full from 1 April 2023. These include:
 - All staff will receive a consolidated uplift in pay of 5%, effective from 1 April 2023.
 - Any remaining staff in Band 1, and staff on the lower point of Band 2 will have pay increased to match the revised higher pay point of Band 2. For impacted staff, these new rates will supersede any temporary rate applied in 2023 to ensure compliance with the National Living Wage.
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The provisions for incremental pay progression continue to apply where eligible.

HSC On-Call Arrangements – 5.2% uplift from 1 April 2023

3. Previous circulars HSC (JNF) (8) 2011 (and associated addendums) and the TUS framework agreement require the HSC on-call availability and sleep-in allowances to be reviewed in line with the pay award. In the 2023/24 year, this will be based on the average uplift. As a result, both allowances will be uplifted by 5.2% bringing these to £29.14 and £37.97 respectively with effect from 1 April 2023.

Unsocial Hours Payments

4. In line with the restoration of pay parity unsocial hours payments effective from 1 April 2021 continue to be made in accordance with Section 2 (*Maintaining round the clock services*) of the NHS Terms and Conditions of Service Handbook. The rates are set out in the table below:

| Pay Band | All time Saturday (midnight to midnight) and any week day after 8pm and before 6am | All time on Sundays and Public Holidays (midnight to midnight) |
|----------|--|--|
| 1 | Time plus 47% | Time Plus 94% |
| 2 | Time plus 41% | Time plus 83% |
| 3 | Time plus 35% | Time plus 69% |
| 4-9 | Time plus 30% | Time plus 60% |

Non-consolidated award

5. Additionally, all **directly employed HSC AfC** staff will be entitled to a non-consolidated amount of up to £1,505.
6. **This non-consolidated award will not count for pensionable pay, nor towards any of the other allowances and additions to pay in the NHS terms and conditions of service handbook. It will not, for example, count in the calculation of unsocial hours or overtime payments.**
7. The award will be made on a pro-rated basis for those working less than full-time hours, and for those who have joined or left HSC employment during the course of the period 1 April 2023 – 31 March 2024. For leavers and joiners, pro-rating in terms of eligible length of service will reference each month in employment, or part thereof.
8. Hours worked on Bank contracts should also be included, up to a maximum payment per individual of £1,505.

Enquiries

9. Employees should direct personal enquiries to their employer.
10. Employers should direct enquiries about the contents of this circular to, Workforce Policy Directorate, Room D1, Castle Buildings, Stormont, Upper Newtownards Road, Belfast BT4 3SJ (telephone: 028 90 528321 or email: p&e@health-ni.gov.uk)

Further Copies

11. Copies of this Circular can be obtained from the Department's website at: <https://www.health-ni.gov.uk/publications/workforce-policy-guidance-2024>

A copy of the NHS Terms and Conditions of Service Handbook can be downloaded from the NHS Employers website at: <https://www.nhsemployers.org/your-workforce/pay-and-reward/agenda-for-change/nhs-terms-and-conditions-of-service-handbook>



CHRIS WILKINSON
Head of Pay and Employment

Agenda for Change

Pay Bands and Pay Points for HSC Staff from 1 April 2023

| Band | Entry Step Point | Years until eligible for progression | Intermediate Step point | Years until eligible for progression | Top pay point |
|---------|------------------|--------------------------------------|-------------------------|--------------------------------------|---------------|
| Band 1* | 22,383 | N/A | N/A | N/A | 22,383 |
| Band 2 | 22,383 | N/A | N/A | 2 | 22,383 |
| Band 3 | 22,816 | N/A | N/A | 2 | 24,336 |
| Band 4 | 25,147 | N/A | N/A | 3 | 27,596 |
| Band 5 | 28,407 | 2 | 30,639 | 2 | 34,581 |
| Band 6 | 35,392 | 2 | 37,350 | 3 | 42,618 |
| Band 7 | 43,742 | 2 | 45,996 | 3 | 50,056 |
| Band 8a | 50,952 | N/A | N/A | 5 | 57,349 |
| Band 8b | 58,972 | N/A | N/A | 5 | 68,525 |
| Band 8c | 70,417 | N/A | N/A | 5 | 81,138 |
| Band 8d | 83,571 | N/A | N/A | 5 | 96,376 |
| Band 9 | 99,891 | N/A | N/A | 5 | 114,949 |

*Band 1 is closed to new entrants.