

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:
chris.wilkinson@health-ni.gov.uk
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Date: 21 December 2022

Dear Colleagues

AGENDA FOR CHANGE PAY ARRANGEMENTS 2022/23

This pay circular informs HSC employers of the 2022/23 pay arrangements for staff covered by the Agenda for Change (AfC) terms and conditions of service.

Pay arrangements effective from 1 April 2022

The revised pay scales for 2022/23 set out in this circular will apply in full from 1 April 2022. These include:

- A £1,400 consolidated uplift with effect from 1st April 2022 for all AfC staff to their full time equivalent salary.
 - The £1,400 uplift should be enhanced for the top of Band 6 and all of Band 7 so it is equal to a 4% uplift for those staff.
 - The increase is in addition to rates which include the National Living Wage (2%) adjustments made in England to Bands 1 and 2.
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The provisions for incremental pay progression continue to apply where eligible.

Staff on transitional pay points in Bands 5, 6 and 7 on 31 March 2022 will automatically move to the top step pay point of their pay band on 1 April 2022.

The continuation of the temporary additional consolidated payments for points within Bands 8A-9 will apply **only to those already in receipt of them as at 31 March 2022 at the same level.**

HSC On-Call Arrangements – 4.87% uplift from 1 April 2022

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 2022/23 year, this will be based on the average uplift. As a result, both allowances will be uplifted by 4.87% bringing these to £27.70 and £36.09 respectively with effect from 1 April 2022.

Unsocial Hours Payments

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 (England)*) 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%

Enquiries

Employees should direct personal enquiries to their employer.

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

Copies of this Circular can be obtained from the Department's website at: [Workforce Policy Guidance](#)

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 2022

Band	Entry Step Point	Years until eligible for progression	Intermediate Step point	Years until eligible for progression	Top pay point
Band 1*	20,270	N/A	N/A	N/A	20,270
Band 2	20,270	N/A	N/A	2	21,318
Band 3	21,730	N/A	N/A	2	23,177
Band 4	23,949	N/A	N/A	3	26,282
Band 5	27,055	2	29,180	2	32,934
Band 6	33,706	2	35,572	3	40,588
Band 7	41,659	2	43,806	3	47,672
Band 8a	48,526**	N/A	N/A	5	54,619
Band 8b	56,164**	N/A	N/A	5	65,262
Band 8c	67,064**	N/A	N/A	5	77,274
Band 8d	79,592**	N/A	N/A	5	91,787
Band 9	95,135**	N/A	N/A	5	109,475

*Band 1 is closed to new entrants.

** Where staff were in receipt of a consolidated payment as at the 31st March 2022, these will continue for 2022 as set out in the following table, until the staff member reaches their increment date to receive the top pay point. Staff who were not in receipt of these payments on 31st March 2022 are not eligible to receive these from 1st April 2022 onwards.

Band	Years of experience (as at 31 March 2022)	Basic pay	Temporary consolidated payments (paid in monthly instalments, pro-rata)
8a	5	48,526	2,934
8b	5	56,164	5,508
8c	5	67,064	5,822
8d	5	79,592	6,193
9	5	95,135	8,083