

WORKFORCE POLICY DIRECTORATE



Chief Executives of HSC Bodies¹;

For information:

**Director of Finance and
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body**

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Dear Colleagues

AGENDA FOR CHANGE PAY ARRANGEMENTS 2019/20

This pay circular informs HSC employers of the 2019/20 pay arrangements for staff covered by the Agenda for Change (AfC) terms and conditions of service.

Pay arrangements effective from 1 April 2019

The revised pay scales for 2019/20 set out in this circular will apply in full from 1 April 2019. These include:

- a new minimum of £17,652 for Bands 1 and 2, representing a 4.2% uplift;
- a 3.9% uplift to the top point of Band 2, a 2.7% uplift to the top points of Bands 3-8B, and uplifts to the top points of Band 8C, Band 8D and Band 9 of 1.9%, 1.6% and 1.3% respectively;

¹ The Health and Social Care Board, Health and Social Care Trusts (including the Northern Ireland Ambulance Service), the Public Health Agency, the Business Services Organisation, the Northern Ireland Blood Transfusion Service Agency, the Northern Ireland Guardian ad Litem Agency, the Northern Ireland Practice & Education Council for Nursing, Midwifery & Health Visiting (NIPEC), the Northern Ireland Social Care Council (NISCC), the Patient & Client Council (PCC), the Northern Ireland Regulation and Quality Improvement Authority (RQIA) and the Northern Ireland Medical and Dental Training Agency (NIMDTA).

- an additional non-consolidated award of 1.1% will be made to those staff employed, as at 31st March 2019, on Band 1 or the top points of Bands 2-8C;
- a non-consolidated award for those employed on the top points of Bands 8D and 9, as at 31st March 2019, will be capped at the value awarded to 8C; and
- improvements to starting salaries by removing pay point overlaps between most bands.

The provisions for incremental pay progression continue to apply where eligible.

HSC On-Call Availability Allowance – 4% uplift from 1 April 2019

In accordance with paragraph 16 of Circular HSC (JNF) (8) 2011, the On-Call Availability Allowance has been reviewed in line with the 2019/20 pay award.

HSC Staff in Northern Ireland on AfC terms and conditions of service who provide On-Call cover and who satisfy the conditions for the Availability Allowance will receive a 4% pay uplift on the current allowance which will increase from £23.93 to £24.89 from 1 April 2019.

HSC On-Call Sleeping In Allowance – 4% uplift from 1 April 2019

In accordance with paragraph 24 of Circular HSC (JNF) (8) 2011, the On-Call Sleeping In Allowance has been reviewed in line with the 2019/20 pay award.

HSC staff in Northern Ireland on AfC terms and conditions of service who provide On-Call cover and who satisfy the conditions for the Sleeping In Allowance will receive a 4% pay uplift on the current allowance which will increase from £31.22 to £32.47 from 1 April 2019.

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>

A handwritten signature in black ink, appearing to read 'Andrew Dawson', is centered on a light grey rectangular background.

ANDREW DAWSON
Director, Workforce Policy

Agenda for Change

Pay Bands and Pay Points for HSC Staff from 1 April 2019

Band	Pay Point (under current system)	Years of Experience (to be adopted from 2019/20)	2019/20 pay values	2019/20 1.1% non-consolidated award *
Band 1	1-3	all	£17,652	£194
Band 2	1	<1	£17,652	
	2	1-2	£17,652	
	3	2-3	£17,652	
	4	3-4	£17,652	
	5	4-5	£17,652	
	6	5-6	£17,983	
	7	6+	£19,020	£209
	8			
Band 3	1	<1	£18,813	
	2	1-2	£18,813	
	3	2-3	£18,813	
	4	3-4	£18,813	
	5	4-5	£19,332	
	6	5-6	£19,917	
	7	6+	£20,795	£229
Band 4	1	<1	£21,089	
	2	1-2	£21,089	
	3	2-3	£21,089	
	4	3-4	£21,819	
	5	4-5	£22,482	
	6	5-6	£22,707	
	7	6+	£23,761	£261
Band 5	1	<1	£24,214	
	2	1-2	£24,214	
	3	2-3	£24,214	
	4	3-4	£26,220	
	5	4-5	£26,220	
	6	5-6	£27,260	
	7	6-7	£28,358	
	8	7+	£30,112	£331
Band 6	1	<1	£30,401	
	2	1-2	£30,401	
	3	2-3	£30,401	
	4	3-4	£32,525	
	5	4-5	£32,525	
	6	5-6	£32,525	
	7	6-7	£33,587	
	8	7-8	£34,782	
	9	8+	£37,267	£410

Band	Pay Point (under current system)	Years of Experience (to be adopted from 2019/20)	2019/20 pay values	2019/20 1.1% non-consolidated award *
Band 7	1	<1	£37,570	
	2	1-2	£37,570	
	3	2-3	£37,570	
	4	3-4	£37,570	
	5	4-5	£38,765	
	6	5-6	£38,765	
	7	6-7	£40,092	
	8	7-8	£41,486	
	9	8+	£43,772	£481
Band 8a	1	<1	£44,606	
	2	1-2	£44,606	
	3	2-3	£44,606	
	4	3-4	£46,331	
	5	4-5	£48,324	
	6	5+	£50,819	£559
Band 8b	1	<1	£52,306	
	2	1-2	£52,306	
	3	2-3	£52,306	
	4	3-4	£55,226	
	5	4-5	£58,148	
	6	5+	£60,983	£671
Band 8c	1	<1	£61,777	
	2	1-2	£61,777	
	3	2-3	£61,777	
	4	3-4	£64,670	
	5	4-5	£69,007	
	6	5+	£72,597	£799
Band 8d	1	<1	£73,936	
	2	1-2	£73,936	
	3	2-3	£73,936	
	4	3-4	£77,550	
	5	4-5	£81,493	
	6	5+	£86,687	£799
Band 9	1	<1	£89,537	
	2	1-2	£89,537	
	3	2-3	£89,537	
	4	3-4	£93,835	
	5	4-5	£98,339	
	6	5+	£103,860	£799

*Staff in all of Band 1 and maximum points of Bands 2-8C as at 31st March 2019 will receive an additional 1.1% non-consolidated award in 2019/20. Staff at the top of 8D and 9 as at 31st March 2019 will receive a non-consolidated award capped at the level of award given to the top of 8C. Staff not on those pay points as at 31st March 2019 are not eligible for the award.