

WORKFORCE POLICY DIRECTORATE



Chief Executives of HSC Bodies¹;

For information:

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

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Your Reference: **HSC (AfC) (1) 2016**
Our Reference: DH1/16/57630

Date: 18 **March 2016**

Dear Colleagues

AGENDA FOR CHANGE (AFC) PAY ARRANGEMENTS 2015/16

Summary

1. This pay circular informs HSC employers of the pay arrangements effective from 1 April 2015 for staff covered by the **Agenda for Change** terms and conditions.
2. These pay arrangements have been developed in the context of the Department's continuing constrained financial circumstances and public sector pay policy.

Pay arrangements effective from 1 April 2015

3. For HSC staff in Northern Ireland the pay arrangements are:
 - (i) Staff who, on 31 March 2015, are on the top pay point in their pay scale, will receive a non-consolidated payment equivalent to 1% of basic pay.

¹ The Health and Social Care Board, HSC Trusts, the Public Health Agency, the Business Services Organisation, the Northern Ireland Blood Transfusion Service Agency, the Northern Ireland Guardian and 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, the Northern Ireland Regulation and Quality Improvement Authority and the Northern Ireland Medical and Dental Training Agency (NIMDTA)

These non-consolidated payments are payable from 1 April 2015 until they cease on 31 March 2016. **They will not count for pensionable pay, or any of the other allowances and additions to pay in the NHS terms and conditions of service handbook. They will not, for example, count in the calculation of unsocial hours or overtime payments.**

- (ii) The provisions for incremental pay progression will continue to apply.
- (iii) The pay values of all pay points in Annex A remain unchanged from the previous year (HSC (AfC) (2) 2015).

Enquiries

- 4. **Employees** should direct personal enquiries to their employer.
- 5. **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 9052 2832 or email: p&e@dhsspsni.gov.uk)

Further Copies

- 6. Copies of this Circular can be obtained from the Department's website at <https://www.dhsspsni.gov.uk/publications/workforce-policy-guidance-2016>.

A copy of the NHS Terms and Conditions of Service Handbook can be downloaded from the NHS Employers website at:
www.nhsemployers.org/PayAndContracts/AgendaForChange/Pages/Afc-AtAGlanceRP.aspx



HEATHER STEVENS
Director of Workforce Policy

Pay Bands and Pay Points for HSC Staff from 1 April 2015

Point	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8				Band 9
								Range A	Range B	Range C	Range D	
1	14,294	14,294										
2	14,653	14,653										
3	15,013	15,013										
4		15,432										
5		15,851										
6		16,271	16,271									
7		16,811	16,811									
8		17,425	17,425									
9			17,794									
10			18,285									
11			18,838	18,838								
12			19,268	19,268								
13				19,947								
14				20,638								
15				21,265								
16				21,478	21,478							
17				22,016	22,016							
18					22,903							
19					23,825							
20					24,799							
21					25,783	25,783						
22					26,822	26,822						
23					27,901	27,901						
24						28,755						
25						29,759						
26						30,764	30,764					
27						31,768	31,768					
28						32,898	32,898					
29						34,530	34,530					
30							35,536					
31							36,666					
32							37,921					
33							39,239	39,239				
34							40,558	40,558				
35								42,190				
36								43,822				
37								45,707	45,707			
38								47,088	47,088			
39									49,473			
40									52,235			
41									54,998	54,998		
42									56,504	56,504		
43										59,016		
44										61,779		
45										65,922	65,922	
46										67,805	67,805	
47											70,631	
48											74,084	
49											77,850	77,850
50											81,618	81,618
51												85,535
52												89,640
53												93,944
54												98,453