

WORKFORCE POLICY DIRECTORATE



Chief Executives of HSC Bodies¹;

For information:

**Directors of Finance and
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body**

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Dear Colleagues

AGENDA FOR CHANGE PAY ARRANGEMENTS 2021/22

This pay circular informs HSC employers of the 2021/22 pay arrangements for staff covered by the Agenda for Change (AfC) terms and conditions of service.

Pay arrangements effective from 1 April 2021

The revised pay scales for 2021/22 set out in this circular will apply in full from 1 April 2021. These include:

- 3 per cent increase to all Agenda for Change pay points.

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

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).

Staff on transitional pay points in Bands 5, 6 and 7 on 31 March 2021 will automatically move to the top step pay point of their pay band on 1 April 2021.

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 2021. Staff who were not in receipt of these payments on 31 March 2021 will not be eligible to receive these from 1 April 2021 onwards.**

HSC On-Call Availability Allowance – 3% uplift from 1 April 2021

In accordance with paragraph 16 of Circular HSC (JNF) (8) 2011, the On-Call Availability Allowance has been reviewed in line with the 2021/22 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 3% pay uplift on the current allowance which will increase from £25.64 to £26.41 from 1 April 2021.

HSC On-Call Sleeping In Allowance – 3% uplift from 1 April 2021

In accordance with paragraph 24 of Circular HSC (JNF) (8) 2011, the On-Call Sleeping In Allowance has been reviewed in line with the 2021/22 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 3% pay uplift on the current allowance which will increase from £33.41 to £34.41 from 1 April 2021.

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>

PHIL RODGERS
Director, Workforce Policy



Agenda for Change

Pay Bands and Pay Points for HSC Staff from 1 April 2021

Band	Entry Step Point	Years until eligible for progression	Intermediate Step point	Years until eligible for progression	Top pay point
Band 1*	18,546	N/A	N/A	N/A	18,546
Band 2	18,546	N/A	N/A	2	19,918
Band 3	20,330	N/A	N/A	2	21,777
Band 4	22,549	N/A	N/A	3	24,882
Band 5	25,655	2	27,780	2	31,534
Band 6	32,306	2	34,172	3	39,027
Band 7	40,057	2	42,121	3	45,839
Band 8a	47,126**	N/A	N/A	5	53,219
Band 8b	54,764**	N/A	N/A	5	63,862
Band 8c	65,664**	N/A	N/A	5	75,874
Band 8d	78,192**	N/A	N/A	5	90,387
Band 9	93,735**	N/A	N/A	5	108,075

*Band 1 is closed to new entrants.

** Where staff were in receipt of a consolidated payment as at the 31st March 2021, these will continue for 2021 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 2021 are not eligible to receive these from 1st April 2021 onwards.

Band	Years of experience (as at 31 March 2021)	Basic pay	Temporary consolidated payments (paid in monthly instalments, pro-rata)
8a	4	47,126	788
	5	47,126	2,849
8b	4	54,764	2,350
	5	54,764	5,371
8c	4	65,664	1,215
	5	65,664	5,700
8d	4	78,192	2,007
	5	78,192	6,084
9	4	93,735	3,305
	5	93,735	7,964