|  |  |
| --- | --- |
| **WORKFORCE POLICY DIRECTORATE (Name of Unit)** | DeptHSSPS-cmyk |
| **Chief Executives of HSC Bodies[[1]](#footnote-1)**;  For information:  **Director of Finance and** Director of Human Resources of each body | Castle Buildings  Stormont Estate  BELFAST BT4 3SQ  Tel: 028 9052 2680  Email: philip.rodgers@health-ni.gov.uk  Your Reference: HSC (AfC) (3) 2022  Our Reference: HE1/22/55156  Date: February 2022 |

Dear Colleagues

**AGENDA FOR CHANGE (AFC) ADDITIONAL PAY AWARD 2021/22**

**Summary**

1. This pay circular informs HSC employers of additionality to pay, effective from 1 April 2021, for staff substantively employed within HSC under Agenda for Change terms and conditions.

**Pay arrangements effective from 1 April 2021**

1. For AfC staff the additional pay arrangements are as follows:

1. An additional 1.5% non-consolidated award for AfC Bands 1-3;
2. An additional 1% non-consolidated award for AfC Bands 4-7 and
3. An additional 0.5% non-consolidated pay uplift for all other directly employed HSC staff.
4. **These non-consolidated pay awards 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**. **They will not, for example, count in the calculation of unsocial hours or overtime payments.**
5. The consolidated pay values of all pay points remain unchanged from those published in December 2021 (HSC (AfC) (2) 2021).

**Enquiries**

### **Employees should direct personal enquiries to their employer**.

1. **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 (or email: P&E@health-ni.gov.uk)

### **Further Copies**

6. Copies of this Circular can be obtained from the Department’s website at [Workforce Policy Guidance](https://www.health-ni.gov.uk/search?edit-submit-utton=Go&query=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 of Workforce Policy**

**Additional Non-Consolidated Awards for all HSC AfC Staff from 1 April 2021**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Entry Step Point | Intermediate Step Point | Top pay point |
| Band 1\* | 278 |  | 278 |
| Band 2 | 278 |  | 299 |
| Band 3 | 305 |  | 327 |
| Band 4 | 225 |  | 249 |
| Band 5 | 257 | 278 | 315 |
| Band 6 | 323 | 342 | 390 |
| Band 7 | 401 | 421 | 458 |
| Band 8A | 236 |  | 266 |
| Band 8B | 274 |  | 319 |
| Band 8C | 328 |  | 379 |
| Band 8D | 391 |  | 452 |
| Band 9 | 469 |  | 540 |

\*Band 1 is closed to new entrants.

**Where Band 8a – 9 staff are in receipt of the temporary additional consolidated payment for 21/22 the additional non-consolidated awards are as per the table below**:

|  |  |  |
| --- | --- | --- |
| Band | Years of experience (as at 31 March 21) | 0.5% non-consolidated award £ |
| 8A | 4 | 240 |
|  | 5 | 250 |
| 8B | 4 | 286 |
|  | 5 | 301 |
| 8C | 4 | 334 |
|  | 5 | 357 |
| 8D | 4 | 401 |
|  | 5 | 421 |
| 9 | 4 | 485 |
|  | 5 | 508 |

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 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, the Northern Ireland Regulation and Quality Improvement Authority and the Northern Ireland Medical and Dental Training Agency (NIMDTA) [↑](#footnote-ref-1)