

**FROM PHIL RODGERS  
DIRECTOR OF WORKFORCE POLICY**



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Your Ref:  
Our Ref:  
Date: 28 February 2024

Dear Colleagues,

Negotiations on pay concluded on Thursday 22<sup>nd</sup> February with an offer from the Department which Trade Union colleagues have agreed to take to their members for consultation. I want to thank colleagues for their constructive engagement throughout our discussions.

This note sets out the details of the offer and I trust will provide the necessary clarity to support colleagues as you engage with members.

Pay parity with England for Agenda for Change staff in Northern Ireland will be restored with effect from 1 April 2023. This will mean that any remaining staff in Band 1, and staff on the lower point of Band 2 will have their pay increased to match the higher pay point of Band 2. All other staff will receive a consolidated uplift in pay of 5%, effective from 1 April 2023. The new pay scales are set out in the below table.

Band	Entry Step Point	Years until eligible for progression	Intermediate Step point	Years until eligible for progression	Top pay point
Band 1*	22,383	N/A	N/A	N/A	22,383
Band 2	22,383	N/A	N/A	2	22,383
Band 3	22,816	N/A	N/A	2	24,336
Band 4	25,147	N/A	N/A	3	27,596
Band 5	28,407	2	30,639	2	34,581
Band 6	35,392	2	37,350	3	42,618
Band 7	43,742	2	45,996	3	50,056
Band 8a	50,952	N/A	N/A	5	57,349
Band 8b	58,972	N/A	N/A	5	68,525
Band 8c	70,417	N/A	N/A	5	81,138
Band 8d	83,571	N/A	N/A	5	96,376
Band 9	99,891	N/A	N/A	5	114,949

The Department reiterates its policy intention of maintaining pay parity with England for Agenda for Change staff in Northern Ireland in future years and in line with recommendations of the NHS Pay Review Body.

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 2023/24 year, this will be based on the average uplift. As a result, both allowances will be uplifted by 5.2% bringing these to £29.14 and £37.97 respectively with effect from 1 April 2023. In line with the restoration of pay parity unsocial hours payments continue to be made in accordance with Section 2 (Maintaining round the clock services) of the NHS Terms and Conditions of Service Handbook.

In addition, and in full and final settlement of outstanding pay claims for 2022/23 and 2023/24, the Department will provide funding for a further non-consolidated award of £1,505 to all AfC staff.

This non-consolidated award 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. It will not, for example, count in the calculation of unsocial hours or overtime payments. The award will be made on a pro-rata basis for those working less than full-time hours, and for those who have joined or left HSC employment

during the course of the period 1 April 2023 – 31 March 2024. For leavers and joiners, pro-rata in terms of eligible length of service will reference each month in employment, or part thereof. Hours worked on Bank contracts should also be included, up to a maximum payment per individual of £1,505.

I hope this letter provides the necessary clarity with respect to the Departments offer.

Yours sincerely



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**Philip Rodgers**  
**Director of Workforce Policy**  
**Department of Health**