

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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Reference:
HSC (AfC) (1) 2018 ADDENDUM
Our Reference: HE1/18/13981

Date: 18 September 2018

Dear Colleagues

AGENDA FOR CHANGE (AfC) PAY ARRANGEMENTS 2018/19 – NATIONAL LIVING WAGE

1. This circular is an addendum to Circular HSC (AfC) (1) 2018 issued on 30 July 2018 and informs HSC Employers of the revised hourly rate of the National Living Wage for workers aged 25 years and above effective from 1 April 2018.

National Living Wage

2. In the 2015 Financial Statement the then Chancellor of the Exchequer announced the introduction of a mandatory hourly National Living Wage for workers aged 25

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)

and above effective from 1 April 2016. The National Minimum Wage remains for those under 25.

3. The UK Government has tasked the Low Pay Commission to advise on annual increments to the NLW for 2017 onwards. It is anticipated that by 2020 the value of the NLW will be just over £9.00 per hour – in line with the Government’s target of 60% of the national median full-time hourly wage.

Pay arrangements effective from 1 April 2018

4. From 1 April 2018, the hourly National Living Wage for workers aged 25 and above increased to £7.83
5. Agenda for Change Pay Points 1 and 2 of Bands 1 and 2 were uplifted to £15,310 in line with the 2018 National Living Wage rate for staff aged 25 years and above with effect from 1 April 2018.
6. The National Living Wage is enforced by Her Majesty’s Revenue and Customs (HMRC). More information on the National Minimum Wage and National Living Wage rates is available at: <https://www.nidirect.gov.uk/articles/national-minimum-wage-and-living-wage>

Enquiries


7. Employees should direct personal enquiries to their employer.
8. 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

9. Copies of this Circular can be obtained from the Department’s website at <https://www.health-ni.gov.uk/publications/workforce-policy-guidance-2018>

10. 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

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

ANDREW DAWSON
Acting Director of Workforce Policy

Pay Bands and Pay Points for HSC Staff from 1 April 2018

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	14,665*	14,665*										
2	14,948*	14,948*										
3	15,315	15,315										
4		15,742										
5		16,170										
6		16,598	16,598									
7		17,149	17,149									
8		17,775	17,775									
9			18,152									
10			18,653									
11			19,216	19,216								
12			19,656	19,656								
13				20,347								
14				21,052								
15				21,693								
16				21,910	21,910							
17				22,458	22,458							
18					23,363							
19					24,304							
20					25,297							
21					26,301	26,301						
22					27,361	27,361						
23					28,462	28,462						
24						29,333						
25						30,358						
26						31,383	31,383					
27						32,407	32,407					
28						33,559	33,559					
29						35,224	35,224					
30							36,250					
31							37,403					
32							38,683					
33							40,027	40,027				
34							41,374	41,374				
35								43,038				
36								44,703				
37								46,626	46,626			
38								48,035	48,035			
39									50,468			
40									53,285			
41									56,103	56,103		
42									57,640	57,640		
43										60,202		
44										63,021		
45										67,247	67,247	
46										69,168	69,168	
47											72,050	
48											75,573	
49											79,415	79,415
50											83,258	83,258
51												87,254
52												91,441
53												95,832
54												100,432

* Pay Point 1 and 2 of Pay Bands 1 and 2 will be uplifted to £15,310 in line with the 2017 National Living Wage rate for staff aged 25 years and above with effect from the 1 April 2018.