

## WORKFORCE POLICY DIRECTORATE



### Chief Executives of HSC Bodies<sup>1</sup>;

For information:

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

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Your Reference: HSC (AfC) (3) 2022  
Our Reference: HE 1/22/55156

Date: 04 May 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 (AfC) terms and conditions.

#### **Pay arrangements effective from 1 April 2021**

2. For AfC staff the additional pay arrangements are as follows:
  - (i) An additional 1.5% non-consolidated award for AfC Bands 1-3;

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<sup>1</sup> 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)

- (ii) An additional 1% non-consolidated award for AfC Bands 4-7; and
- (iii) An additional 0.5% non-consolidated pay uplift for all other directly employed HSC staff.
- (iv) **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.**
- (v) The consolidated pay values of all pay points remain unchanged from those published in December 2021 (HSC (AfC) (2) 2021).
- (vi) The maximum non-consolidated award for each pay point and band is as detailed – awards should be made on a pro-rated basis for those working less than full-time hours.

### **Enquiries**

- 3. **Employees** should direct personal enquiries to their employer.
- 4. **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](#)

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>



**CHRIS WILKINSON**  
**Head of Pay and Employment**

**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