



UNISON

Northern Ireland

Agenda For Change
Pay Arrangements
2021/22

AGENDA FOR CHANGE PAY ARRANGEMENTS 2021/22

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.

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.

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

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

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%

Agenda for Change Pay Bands

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.

Additional Non-consolidated Awards

- Additional 1.5% non-consolidated pay uplift for AfC Bands 1-3 c.£8.1m.
- An additional non-consolidated pay uplift of 1% in AfC Bands 4-7 and for F1 doctors c.£14m.
- Further, an additional non-consolidated 0.5% for all other directly employed HSC staff c.£2.9m.
- Total cost c.£25m.

Additional Non-consolidated Awards

1.5% B1-3,
1% B4-7,
0.5% 8A+

Band	Point	
Band 1	1	278
	2	278
	3	299
Band 2	1	278
	2	278
	3	299
	4	299
	5	299
Band 3	1	305
	2	305
	3	327
	4	327
	5	327
	6	327
	7	327

Band 4	1	225
	2	225
	3	225
	4	249
	5	249
	6	249
	7	249
Band 5	1	257
	2	257
	3	278
	4	278
	5	315
	6	315
	7	315
Band 6	1	323
	2	323
	3	342
	4	342
	5	342
	6	390
	7	390
	8	390
	9	390

Band 7	1	401
	2	401
	3	421
	4	421
	5	421
	6	458
	7	458
	8	458
	9	458

Band 8A	1	236
	2	236
	3	236
	4	240
	5	250
	6	266

Band 8B	1	274
	2	274
	3	274
	4	286
	5	301
	6	319

Band 8C	1	328
	2	328
	3	328
	4	334
	5	357
	6	379

Band 8D	1	391
	2	391
	3	391
	4	401
	5	421
	6	452

Band 9	1	469
	2	469
	3	469
	4	485
	5	508
	6	540



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