



RESTORING PAY PARITY

AFC Pay Proposal Explained

An explanation of the pay uplift for health workers in Northern Ireland on Agenda for Change terms and conditions.





AFC PAY Proposal explained

The Pay Offer

- Your outstanding efforts during the industrial action period resulted in the reformation of the Northern Ireland Executive and the creation of a Framework Agreement bringing pay parity with health workers in England.
- The Minister of Health has endorsed the pay offer made by the Department of Health and HSC Employers.
- The offer represents pay parity with Agenda for Change (AfC) staff in England.
- UNISON Northern Ireland Health Committee have met and agreed to suspend industrial action so UNISON members can consider the offer.
- UNISON Northern Ireland recommends acceptance of the offer.

Safe Staffing

A budget of £60 million over 5 years to complete safe staffing strategies and Trade Union involvement in co-design and co-production of new policies and implementation plans.

Nursing

- ◆ An extra 900 nursing and midwifery places over 9 years.
- ◆ Talks on new safe staffing laws for nursing.
- ◆ No recruitment freeze until all nursing posts are filled.

Social Care

- ◆ Trade union involvement in co-design and co-production on new policies and implementation plans for social work and social care staff.

Workforce Strategy 2020 – 2026

- ◆ Urgent filling of all permanent posts on a permanent basis.
- ◆ Development of career progression pathways for staff.
- ◆ An end to delays in recruitment and the need to expedite the recruitment process.
- ◆ A continuation of the focus on agency spending and remedial steps to end unnecessary expenditure.

HOW WE GOT HERE

Pay Talks Timeline



UNISON MEMBERS BALLOTTED FOR INDUSTRIAL ACTION

OCTOBER 2019

UNISON members balloted for action on pay parity and safe staffing levels

HEALTH WORKERS COMMENCE INDUSTRIAL ACTION

25TH NOVEMBER 2019

INDUSTRIAL ACTION CONTINUES FOR SEVEN WEEKS

25TH NOVEMBER 2019 - 10th JANUARY 2020

NI ASSEMBLY SITS AND THE EXECUTIVE IS REFORMED

11TH JANUARY 2020

UNISON MEETS THE NEW MINISTER FOR HEALTH

14TH JANUARY 2020

UNISON meets Robin Swann for discussions on pay parity.

UNISON LEADS JOINT TRADE UNION NEGOTIATIONS

15TH JANUARY 2020

UNISON leads joint trade unions in detailed negotiations resulting in an offer from the Department, endorsed by the Minister of Health. This offer represents pay parity with Agenda for Change staff in England.

UNISON HEALTH COMMITTEE MEETS TO CONSIDER THE OFFER

16TH JANUARY 2020

The committee recommends acceptance of pay proposals and agrees to suspend industrial action in order to consult members.

CONSULTATION MATERIALS DEVELOPED FOR MEMBERS



AFC PAY Proposal explained

What's on offer?

- ✓ Restores pay-parity link with AfC England
- ✓ Increases for staff below top of band due to reform of bands and accelerated progression
- ✓ Increases for top-of-band staff
- ✓ Improvements to starting salaries
- ✓ Removal of band overlaps
- ✓ Closure of Band 1
- ✓ Everyone better off than they would be under current incremental system and 1% annual pay awards

Band 1

- Immediate move to £17,652 effective 1st April 2019
- Further increase to £18,005 effective 1st April 2020
- All existing Band 1 staff supported to move into Band 2 roles
- Band 1 closed to new starters

Staff not yet at the top of their pay band

We have won the argument that top of band is the full rate for the job, and that staff should get there quicker.

Combinations of pay awards and faster incremental progression for staff. Pay uplift backdated to 1st April 2019.

Exact pay change will depend on circumstances—a pay calculator is currently being developed by the Department of Health to allow individuals to check their pay uplift.

Top of bands 2-8c

All staff - parity with England pay rates, achieved by:

Band 2

Increase to basic pay of 5.6% across 2019/20 –2020/21, plus a lump sum of 1.1% for staff who were at the top of their band on 31st March 2019.

Bands 3 – 8c

Increase to basic pay of 4.4% across 2019/20 –2020/21, plus a lump sum of 1.1% for staff who were at the top of their band on 31st March 2019.

The destination structure

The reform to points below the top of the band moves us to a more simple pay structure.

This will be complete by 1st April 2021.



AFC PAY Proposal explained

Increments

The new pay structure would mean most staff get to the top of their pay band quicker than the current structure.

	Current System	2021
Band 1	1 year	n/a
Band 2	7 years	2 years
Band 3	6 years	2 years
Band 4	6 years	3 years
Band 5	7 years	4 years
Band 6	8 years	5 years
Band 7	8 years	5 years
Band 8a	5 years	5 years
Band 8b	5 years	5 years
Band 8c	5 years	5 years
Band 8d	5 years	5 years
Band 9	5 years	5 years



AFC PAY Proposal explained

The destination – final structure 2021 onwards

	Entry		Full rate		
Band 2	£18,005	2 years	£19,337		
Band 3	£19,737	2 years	£21,142		
				Full rate	
Band 4	£21,892	3 years	£24,157		
	Entry		Intermediate		Full rate
Band 5	£24,907	2 years	£26,970	2 years	£30,615
	Entry		Intermediate		Full rate
Band 6	£31,365	2 years	£33,176	3 years	£37,890
Band 7	£38,890	2 years	£40,894	3 years	£44,503
	Entry				Full rate
Band 8a	£45,753	5 years		£51,668	
Band 8b	£53,168	5 years		£62,001	
Band 8c	£63,751	5 years		£73,664	
Band 8d	£75,914	5 years		£87,754	
Band 9	£91,004	5 years		£104,927	



AFC PAY Proposal explained

Your terms & conditions

- ⇒ No changes to terms and conditions in the proposals
- ⇒ Any queries that occur will be dealt with by the joint trade union/HSC Employers/Department of Health technical group
- ⇒ Pension tiers and contributions are outside the scope of this pay proposal – some staff may see contributions increase if a pay increase takes them into a higher pension tier

The pay proposal

- ◆ Is a major win for our members who took industrial action against the inequalities in their pay
- ◆ Restores parity of pay for HSC staff in Northern Ireland with their colleagues in England and Wales
- ◆ Is backed by the major HSC trade unions
- ◆ Has employer buy-in

The consultation process

- ⇒ UNISON will ballot our members on their decision to accept or reject the offer. Full details can be found on the UNISON website <https://www.unison-ni.org.uk/agenda-change-pay-consultation>
- ⇒ UNISON believes this is the best achievable outcome through negotiation – this is the decision of elected UNISON representatives who work in the Northern Ireland Health and Social Care services.
- ⇒ We recommend members vote to accept the pay offer.

For more information and queries please contact your local UNISON branch representative or visit www.unison-ni.org.uk/agenda-change-pay-consultation

