

FAQ on the 2023-2024 agenda for change pay, terms and conditions

All staff will receive an uplift of 5% on their hourly rate, which includes unsocial hours . **Staff on maternity leave or sick leave** will have their hourly rate adjusted accordingly and any arrears owed will be paid .

- **Impact of changes in the legal minimum wage**

For those on band 1 and the first point of band 2 the amount will reflect the national minimum wage but band 2 is **NOT** being scrapped just some of the values. 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.

- **Pay parity on the pay bands**

The pay award adjusts the pay bands by 5%.
On call and sleep in rates by 5.2% .

- **Non consolidated award**

£1505 has been offered for all bands on a pro-rata basis to staff in post anytime from 1st April 2023.

This non-consolidated award will not count for pensionable pay, count in the calculation of unsocial hours or overtime payments. will be a pro-rata basis for those working less than full-time hours, for those who have joined or left HSC employment during the course of the period 1 April 2023 – 31 March 2024.

And calculated pro-rata for each month each month in employment.

Some questions that might arise

1. I started in September 2023, will I get the £1505?

You will get the £1505 on a pro rata basis i.e. 7/12ths of the amount.

2. I am a part time worker, will I get the £1505?

You will get a pro rata amount e.g. if you work 18.75 hours you will get £752.50.

3. As a part time worker I have worked additional hours, will these be taken into consideration?

Yes, up to a maximum of 37.5 hours and all hours worked will get the new hourly pay rates applied.

4. I have a bank only contract, will I get the lump sum?

Yes, the hours will be calculated over the year from 1st April 2023 until 31st March 2024 and you will get the amount pro-rata. (This was not received by bank staff in the rest of the UK and UNISON NI pushed for this.)

5. I have been on maternity leave or sick leave for part of the year, will I be eligible for the lump sum?

Yes, if you are in employment from 1st April 2023 to 31st March 2024 you will be eligible.

6. When will I receive my arrears?

After the consultation period, if members accept the deal the payroll services require 12 weeks to process the 2 arrears amounts, 1 from the non-consolidated amount, and the arrears from the new pay rates.

7. I am on benefits, will receiving the arrears affect this?

Unfortunately, it will but advice should be sought from welfare benefits advice workers and we have asked that the trusts should signpost those in need of information.

8. Will the £500 (after tax) I had already received during 2021/2022 be deducted from my lump sum?

No, the new amounts are in addition to amounts already received previously.