

# Framework Document: Consultation document

## Introduction

This consultation document supplements the content of the Framework Agreement endorsed by the Minister of Health Robin Swann MLA and the factual content has been verified by the Department of Health & Trade Unions. It forms a reference point for all stakeholders to the proposals in the framework agreement.

## Proposals for Agenda for Change refresh and Safe Staffing in Health & Social Care, Northern Ireland

As a result of negotiations between the Health Trade Unions, Northern Ireland Department of Health and HSC employers, the Minister for Health has endorsed proposals to bring about pay parity with the NHS in England and to address safe staffing issues.

These proposals cover two issues:

- Agenda for Change pay increases for 2019/20 & 2020/21 and a refresh of the AFC pay structure.
- Proposals for safe staffing.

If agreed following trade union consultations, the proposal on pay would ensure that health and social care staff in Northern Ireland have pay parity with colleagues in the NHS in England from 1 April 2019. All staff on Agenda for Change (AFC) would have the same pay rates as colleagues in England in 2019/20 and in 2020/21. Pay rates in 2019/20 would be backdated to 1<sup>st</sup> April 2019 and 2020/21 pay rates would have effect from 1 April 2020.

## What happens next?

Trade unions are consulting their members about these proposals. Find out more by speaking to your trade union representative or visiting your union's website.

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## Section 1: Pay

### Background

Staff on Agenda for Change terms & conditions in Northern Ireland have not had pay parity with other UK countries since 2015 due to a ministerial decision not to apply the recommended pay increases .

In 2018 the NHS in England agreed to the reform of Agenda for Change over a three year period. This included an agreement on pay awards for each of the 3 years. Despite negotiations between the Trade Unions, Department of Health & HSC employers in Northern Ireland, no agreement could be reached at that time. This resulted in the Department of Health & HSC employers imposing part of the pay structure changes in 2018/19 for Agenda for Change staff in Northern Ireland.

Following the restoration of the Northern Ireland Assembly and creation of a new Executive with the appointment of a Minister for Health, trade unions continued negotiations on Agenda for Change pay in Northern Ireland. The outcome of the negotiations is these proposals, which if accepted by trade union members, would bring about pay parity with the NHS in England.

### Pay Proposals

The proposals relating to pay cover the years 2019-2020 and 2020-2021. The refresh to the pay structure would mirror the changes to Agenda for Change in the NHS in England.

The main points of the proposals are:

- The restoration of pay parity with colleagues in the NHS in England, effective from 1<sup>st</sup> April 2019. This means that the 2019/20 pay award would be backdated to this date.
- All staff would receive a pay increase in 2019-2020 and 2020-2021, this is detailed in the pay journey table in Annex B.
- Removal of incremental points would also result in some staff below the top of their pay band progressing more quickly to higher salaries, also detailed within the pay journey table in Annex B.
- Improvements to starting salaries by removing pay point overlaps between bands.

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- The new pay structure and values for each point in each of the years 2019/20 and 2020/21 is set out in Annex A.
- To ensure parity with what was paid in the NHS in England in 2019/20, all staff who were employed in band 1 and staff at the top of Bands 2 – 8C on 31<sup>st</sup> March 2019 would receive a one off non-consolidated cash lump sum of 1.1% of basic pay.
- Staff who were employed at the top of Bands 8D & 9 on the 31<sup>st</sup> March 2019 and continue to be employed would receive a one-off non-consolidated cash lump sum capped at the level of the value of the increase at the top of 8C.

## Payment Details

If trade union members accept the proposals, the Northern Ireland Minister for Health has made a commitment to ensure that every effort will be made to include backdated pay (from 1<sup>st</sup> April 2019) in staff's March 2020 pay. If this is not achieved it will be then paid by their April 2020 pay at the latest.

The April 2020/21 pay award will be paid from staffs April pay.

## Implications for staff currently in Band 1

From April 2019 the minimum basic rate in the Northern Ireland Health and Social Care would be £17,652. This would increase to £18,005 effective 1 April 2020.

In line with the national Agenda for Change refresh in England, Scotland and Wales, Band 1 in Northern Ireland would be closed to new starters.

In line with pay structure changes identified in this document, HSC employers and trade unions shall complete negotiations on the transition of staff from Band 1 to Band 2 immediately.

Staff in Band 1 on 31<sup>st</sup> March 2019 would receive a one off non-consolidated cash lump sum of 1.1% of basic pay.

## Implications for staff in bands 2-9 who are below the top of their band

The proposal would also mean:

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- Deleting points in the mid-range of each band in 2019/20 and 2020/21 to facilitate most staff to move through the pay band quicker. This is detailed in Annex B
- Improving starting salaries in each pay band by removing overlaps between bands. This reform will be completed by 1<sup>st</sup> April 2021.
- Some staff will have their pay point deleted in 2019/20 as part of the refresh to the Agenda for Change. These staff will receive both an annual pay uplift and incremental pay increase on 1 April, effectively receiving pay progression early.
- Other staff will receive an annual pay uplift on 1 April and then receive their incremental pay increase on their incremental date.

During the transition period, incremental progression would continue as detailed in the pay journeys in Annex B.

## Implications for staff at the top of bands 2 – 8c

For staff at the top of bands 3 – 8c these proposals will mean a combined increase of 4.4% over 2019/20 & 2020/21, as detailed in the pay journey table in Annex B.

For staff at the top of band 2 these proposals will mean a combined increase of 5.6% over 2019/20 & 2020/21, as detailed in the pay journey table in Annex B.

Staff who were employed at the top of Bands 2 – 8C on 31<sup>st</sup> March 2019 would receive a one off non-consolidated cash lump sum of 1.1% of basic pay.

## Implications for staff at the top of bands 8d and 9

Staff in Band 8D & 9 would receive consolidated pay rises in 2019/20 and 2020/21 which would be capped at the value of the increase paid to staff at the top of Band 8c in the relevant year. Consolidated pay rises for 2019/20 would take effect 1 April 2019 and be backdated. Consolidated pay rises for 2020/21 would take effect 1 April 2020.

In addition, staff who were employed at the top of Bands 8D & 9 on 31<sup>st</sup> March 2019 would receive a one off non-consolidated cash lump sum capped at the value of the increase at the top of 8C.

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## Pay calculator

The Department of Health has provided a pay calculator which is available at Department of Health website [www.health-ni.gov.uk](http://www.health-ni.gov.uk). This will allow an individual to track what these proposals mean in relation to their pay.

## Implementation arrangements

The pay proposals in this agreement are underpinned by a “no detriment” clause for pay to ensure all staff are protected from detriment in the application of these proposals. Changes to pension contributions as a result of a member of staff moving to a different contribution tier is not covered by the ‘no detriment’ clause.

If these proposals are accepted by the HSC trade union members, a tripartite technical group, comprising the Department of Health, HSC employers and the HSC trade unions, would oversee the implementation starting with the resolution of the overlapping unsocial hours rates in Band 1 and 2.

In the event of any substantial change to Agenda for Change pay in the NHS in England, the Department of Health, HSC employers and/or the HSC trade unions can reopen discussions.

## Pension Contributions

The amount an individual pays into the NHS Pension Scheme is determined by their pensionable earnings (or whole time equivalent earnings if they work part time). There are currently seven tiers of pension contributions from 5% to 14.5%; these tiers were set in 2015 when the Pension scheme changed.

Some staff, as a consequence of their annual pay uplift and/or incremental pay progression may end up paying a higher percentage of contributions. This is because their pensionable earnings have increased and they move into a higher tier in the pension contribution framework. This may make it seem like the value of the individuals pay uplift has been lost.

Staff receiving pensionable allowances in addition to their basic pay (for example unsocial hours payments) may also be affected by this.

Further details on pension contributions, including the contribution tiers, can be found at [www.hscpensions.hscni.net/contributions](http://www.hscpensions.hscni.net/contributions)

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## Pay Structure from April 2021

A key aim of these proposals is to deliver parity of pay with NHS staff in England for health and social care staff in Northern Ireland. The proposals also bring about reform of the pay structures; the number of increments on each pay band would be consistent across the UK for all Agenda for Change staff by 1<sup>st</sup> April 2021.

Once pay reform is complete, incremental pay progression would change and is shown in table 1 and table 2 from 1<sup>st</sup> April 2021 (see below).

- Band 1 has only a spot rate for the job and no increments.
- Band 2 and 3 staff would stay on the entry point for two years and on the start of their third year progress to the top point.
- Band 4 staff would stay on the entry point for three years and on the start of their fourth year progress to the top point.
- Band 5 has three points. Staff would stay on the entry point for two years and on the start of their third year progress to the intermediate point where they stay for two years. Then on the start of their fifth year an individual would progress to the top point.
- Band 6 and 7 have three points. Staff would stay on the entry point for two years and at the start of the third year progress to the intermediate point. After a further three years the individual progresses to the top point.
- Bands 8 and 9 only have two points. Staff commencing on the entry point would progress to the top point of the pay band after five years.

	Current System	New System From 1 <sup>st</sup> April 2021
<b>Band 1</b>	Single Point	Single Point
<b>Band 2</b>	7 years	2 years
<b>Band 3</b>	6 years	2 years
<b>Band 4</b>	6 years	3 years
<b>Band 5</b>	7 years	4 years
<b>Band 6</b>	8 years	5 years
<b>Band 7</b>	8 years	5 years
<b>Band 8a</b>	5 years	5 years

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Table 1: Years of experience to progress from start to top of pay band.		
	Current System	New System From 1 <sup>st</sup> April 2021
<b>Band 8b</b>	5 years	5 years
<b>Band 8c</b>	5 years	5 years
<b>Band 8d</b>	5 years	5 years
<b>Band 9</b>	5 years	5 years

Table 2: Completed years in post needed to move to the increments in each pay band on anniversary of appointment						
Entry Point	Intermediate point	Maximum point				
	Number of Completed Years					
	Appoint-ment	1	2	3	4	5
Band 1	Spot rate for those who have stayed on band					
Band 2	Entry		Point 2			
Band 3	Entry		Point 2			
Band 4	Entry			Point 2		
Band 5	Entry		Point 2		Point 3	
Band 6	Entry		Point 2			Point 3
Band 7	Entry		Point 2			Point 3
Band 8A	Entry					Point 2
Band 8B	Entry					Point 2
Band 8C	Entry					Point 2
Band 8D	Entry					Point 2
Band 9	Entry					Point 2

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### Annex A: Proposed Pay between 2019 – 2020 and 2020 – 2021 (for the impact on individual members of staff see Annex B)

Band	Pay Point (under current system)	Years of Experience	NI 2018/19 pay values	NI 2019/20 (exact English pay values)	Additional non-consolidated award 2019/20 (if eligible)	NI 2020/21 (exact English pay values)	One-off additional consolidated award 2020/21
Band 1	1-3	all	£16,943	£17,652	£194	£18,005	
Band 2	1	<1	£16,943	£17,652		£18,005	
	2	1-2	£16,943	£17,652		£18,005	
	3	2-3	£16,943	£17,652		£19,337	
	4	3-4	£16,943	£17,652		£19,337	
	5	4-5	£16,943	£17,652		£19,337	
	6	5-6	£16,943	£17,983		£19,337	
	7	6+	£17,406	£19,020	£209	£19,337	
	8		£18,309				
Band 3	1	<1	£17,406	£18,813		£19,737	
	2	1-2	£17,406	£18,813		£19,737	
	3	2-3	£18,041	£18,813		£21,142	
	4	3-4	£18,424	£18,813		£21,142	

\*Transitional points, effective only in 2020/21. These will be removed on 1st April 2021. Staff in these points will immediately move to the top of their pay band on 1st April 2021.



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Band	Pay Point (under current system)	Years of Experience	NI 2018/19 pay values	NI 2019/20 (exact English pay values)	Additional non-consolidated award 2019/20 (if eligible)	NI 2020/21 (exact English pay values)	One-off additional consolidated award 2020/21
	5	4-5	£18,933	£19,332		£21,142	
	6	5-6	£19,504	£19,917		£21,142	
	7	6+	£20,246	£20,795	£229	£21,142	
Band 4	1	<1	£19,951	£21,089		£21,892	
	2	1-2	£19,951	£21,089		£21,892	
	3	2-3	£20,652	£21,089		£21,892	
	4	3-4	£21,368	£21,819		£24,157	
	5	4-5	£22,019	£22,482		£24,157	
	6	5-6	£22,239	£22,707		£24,157	
	7	6+	£23,131	£23,761	£261	£24,157	
Band 5	1	<1	£22,795	£24,214		£24,907	
	2	1-2	£22,795	£24,214		£24,907	
	3	2-3	£23,713	£24,214		£26,970	
	4	3-4	£24,668	£26,220		£26,970	

\*Transitional points, effective only in 2020/21. These will be removed on 1st April 2021. Staff in these points will immediately move to the top of their pay band on 1st April 2021.

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Band	Pay Point (under current system)	Years of Experience	NI 2018/19 pay values	NI 2019/20 (exact English pay values)	Additional non-consolidated award 2019/20 (if eligible)	NI 2020/21 (exact English pay values)	One-off additional consolidated award 2020/21
	5	4-5	£25,676	£26,220		£27,416*	
	6	5-6	£26,695	£27,260		£27,416*	
	7	6-7	£27,772	£28,358		£30,615	
	8	7+	£29,315	£30,112	£331	£30,615	
Band 6	1	<1	£27,772	£30,401		£31,365	
	2	1-2	£27,772	£30,401		£31,365	
	3	2-3	£28,889	£30,401		£33,176	
	4	3-4	£29,773	£32,525		£33,176	
	5	4-5	£30,813	£32,525		£33,176	
	6	5-6	£31,853	£32,525		£33,779*	
	7	6-7	£32,893	£33,587		£33,779*	
	8	7-8	£34,062	£34,782		£37,890	
	9	8+	£36,280	£37,267	£410	£37,890	
Band 7	1	<1	£32,893	£37,570		£38,890	

\*Transitional points, effective only in 2020/21. These will be removed on 1st April 2021. Staff in these points will immediately move to the top of their pay band on 1st April 2021.

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Band	Pay Point (under current system)	Years of Experience	NI 2018/19 pay values	NI 2019/20 (exact English pay values)	Additional non-consolidated award 2019/20 (if eligible)	NI 2020/21 (exact English pay values)	One-off additional consolidated award 2020/21
Band 7	2	1-2	£32,893	£37,570		£38,890	
	3	2-3	£34,062	£37,570		£40,894	
	4	3-4	£35,753	£37,570		£40,894	
	5	4-5	£36,794	£38,765		£40,894	
	6	5-6	£37,964	£38,765		£41,723*	
	7	6-7	£39,263	£40,092		£41,723*	
	8	7-8	£40,627	£41,486		£44,503	
	9	8+	£42,616	£43,772	£481	£44,503	
Band 8a	1	<1	£41,995	£44,606		£45,753	
	2	1-2	£41,995	£44,606		£45,753	
	3	2-3	£43,684	£44,606		£45,753	
	4	3-4	£45,373	£46,331		£45,753	£765
	5	4-5	£47,325	£48,324		£45,753	£2,766
	6	5+	£49,476	£50,819	£559	£51,668	

\*Transitional points, effective only in 2020/21. These will be removed on 1st April 2021. Staff in these points will immediately move to the top of their pay band on 1st April 2021.

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Band	Pay Point (under current system)	Years of Experience	NI 2018/19 pay values	NI 2019/20 (exact English pay values)	Additional non-consolidated award 2019/20 (if eligible)	NI 2020/21 (exact English pay values)	One-off additional consolidated award 2020/21
Band 8b	1	<1	£48,756	£52,306		£53,168	
	2	1-2	£48,756	£52,306		£53,168	
	3	2-3	£51,225	£52,306		£53,168	
8b	4	3-4	£54,084	£55,226		£53,168	£2,282
	5	4-5	£56,945	£58,148		£53,168	£5,215
	6	5+	£59,370	£60,983	£671	£62,001	
Band 8c	1	<1	£58,504	£61,777		£63,751	
	2	1-2	£58,504	£61,777		£63,751	
	3	2-3	£61,105	£61,777		£63,751	
	4	3-4	£63,966	£64,670		£63,751	£1,180
	5	4-5	£68,256	£69,007		£63,751	£5,534
	6	5+	£71,243	£72,597	£799	£73,664	
Band 8d	1	<1	£70,206	£73,936		£75,914	
	2	1-2	£70,206	£73,936		£75,914	

\*Transitional points, effective only in 2020/21. These will be removed on 1st April 2021. Staff in these points will immediately move to the top of their pay band on 1st April 2021.

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Band	Pay Point (under current system)	Years of Experience	NI 2018/19 pay values	NI 2019/20 (exact English pay values)	Additional non-consolidated award 2019/20 (if eligible)	NI 2020/21 (exact English pay values)	One-off additional consolidated award 2020/21
8d	3	2-3	£73,131	£73,936		£75,914	
	4	3-4	£76,707	£77,550		£75,914	£1,949
	5	4-5	£80,606	£81,493		£75,914	£5,907
	6	5+	£85,333	£86,687	£799	£87,754	
Band 9	1	<1	£84,507	£89,537		£91,004	
	2	1-2	£84,507	£89,537		£91,004	
	3	2-3	£88,563	£89,537		£91,004	
9	4	3-4	£92,813	£93,835		£91,004	£3,209
	5	4-5	£97,269	£98,339		£91,004	£7,732
	6	5+	£102,507	£103,860	£799	£104,927	

\*Transitional points, effective only in 2020/21. These will be removed on 1st April 2021. Staff in these points will immediately move to the top of their pay band on 1st April 2021.

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## Annex B: proposed pay journeys for each individual increment point from 1st April 2019.

This table should be **read horizontally from left to right** starting at your pay point on 1 April 2019.

This is not a set of pay scales, but a representation of how specific members of staff would move through the new pay structures.

Band	Starting Pay Point (under current system)	NI 2018/19 pay values	2019/20 - 1st April	2019/20 Increment (From individual staff incremental date)	2020/21 - 1st April including the one-off consolidated award in Bands 8a-9 where applicable <sup>b</sup>	2020/21 increment - including the one-off consolidated award in Bands 8a-9 where applicable <sup>b</sup>	Earnings Gain £ 2018/19 - 2020/21 <sup>a</sup>	Earnings Gain % 2018/19 - 2020/21 <sup>a</sup>
Band 1	1-3	£16,943	£17,652	£17,652	£18,005	£18,005	£1,062	6.3%
Band 2	1	£16,943	£17,652	£17,652	£18,005	£19,337	£2,394	14.1%
	2	£16,943	£17,652	£17,652	£19,337	£19,337	£2,394	14.1%
	3	£16,943	£17,652	£17,652	£19,337	£19,337	£2,394	14.1%
	4	£16,943	£17,652	£17,652	£19,337	£19,337	£2,394	14.1%
	5	£16,943	£17,652	£17,983	£19,337	£19,337	£2,394	14.1%
	6	£16,943	£17,983	£19,020	£19,337	£19,337	£2,394	14.1%
	7	£17,406	£19,020	£19,020	£19,337	£19,337	£1,931	11.1%
	8	£18,309	£19,020	£19,020	£19,337	£19,337	£1,028	5.6%

\*includes value of transitional monthly consolidated payments paid to these points in 2020/21

a In addition, staff on all pay points in Band 1 and staff at the top of Bands 2-9 as at 31st March 2019 will receive a non-consolidated award in 2019/20.

b Except for staff at the top of their Band, the figures indicated are maximums and each individual gain will vary depending on incremental date.

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Band	Starting Pay Point (under current system)	NI 2018/19 pay values	2019/20 - 1st April	2019/20 Increment (From individual staff incremental date)	2020/21 - 1st April including the one-off consolidated award in Bands 8a-9 where applicable <sup>b</sup>	2020/21 increment - including the one-off consolidated award in Bands 8a-9 where applicable <sup>b</sup>	Earnings Gain £ 2018/19 - 2020/21 <sup>a</sup>	Earnings Gain % 2018/19 - 2020/21 <sup>a</sup>
Band 3	1	£17,406	£18,813	£18,813	£19,737	£21,142	£3,736	21.5%
	2	£17,406	£18,813	£18,813	£21,142	£21,142	£3,736	21.5%
	3	£18,041	£18,813	£18,813	£21,142	£21,142	£3,101	17.2%
	4	£18,424	£18,813	£19,332	£21,142	£21,142	£2,718	14.8%
	5	£18,933	£19,332	£19,917	£21,142	£21,142	£2,209	11.7%
	6	£19,504	£19,917	£20,795	£21,142	£21,142	£1,638	8.4%
	7	£20,246	£20,795	£20,795	£21,142	£21,142	£896	4.4%
Band 4	1	£19,951	£21,089	£21,089	£21,892	£21,892	£1,941	9.7%
	2	£19,951	£21,089	£21,089	£21,892	£24,157	£4,206	21.1%
	3	£20,652	£21,089	£21,819	£24,157	£24,157	£3,505	17.0%
	4	£21,368	£21,819	£22,482	£24,157	£24,157	£2,789	13.1%
	5	£22,019	£22,482	£22,707	£24,157	£24,157	£2,138	9.7%
	6	£22,239	£22,707	£23,761	£24,157	£24,157	£1,918	8.6%

\*includes value of transitional monthly consolidated payments paid to these points in 2020/21

a In addition, staff on all pay points in Band 1 and staff at the top of Bands 2-9 as at 31st March 2019 will receive a non-consolidated award in 2019/20.

b Except for staff at the top of their Band, the figures indicated are maximums and each individual gain will vary depending on incremental date.

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Band	Starting Pay Point (under current system)	NI 2018/19 pay values	2019/20 - 1st April	2019/20 Increment (From individual staff incremental date)	2020/21 - 1st April including the one-off consolidated award in Bands 8a-9 where applicable <sup>b</sup>	2020/21 increment - including the one-off consolidated award in Bands 8a-9 where applicable <sup>b</sup>	Earnings Gain £ 2018/19 - 2020/21 <sup>a</sup>	Earnings Gain % 2018/19 - 2020/21 <sup>a</sup>
	7	£23,131	£23,761	£23,761	£24,157	£24,157	£1,026	4.4%
Band 5	1	£22,795	£24,214	£24,214	£24,907	£26,970	£4,175	18.3%
	2	£22,795	£24,214	£24,214	£26,970	£26,970	£4,175	18.3%
	3	£23,713	£24,214	£26,220	£26,970	£27,416	£3,703	15.6%
	4	£24,668	£26,220	£26,220	£27,416	£27,416	£2,748	11.1%
	5	£25,676	£26,220	£27,260	£27,416	£30,615	£4,939	19.2%
	6	£26,695	£27,260	£28,358	£30,615	£30,615	£3,920	14.7%
	7	£27,772	£28,358	£30,112	£30,615	£30,615	£2,843	10.2%
	8	£29,315	£30,112	£30,112	£30,615	£30,615	£1,300	4.4%
Band 6	1	£27,772	£30,401	£30,401	£31,365	£33,176	£5,404	19.5%
	2	£27,772	£30,401	£30,401	£33,176	£33,176	£5,404	19.5%
	3	£28,889	£30,401	£32,525	£33,176	£33,176	£4,287	14.8%
	4	£29,773	£32,525	£32,525	£33,176	£33,779	£4,006	13.5%

\*includes value of transitional monthly consolidated payments paid to these points in 2020/21

a In addition, staff on all pay points in Band 1 and staff at the top of Bands 2-9 as at 31st March 2019 will receive a non-consolidated award in 2019/20.

b Except for staff at the top of their Band, the figures indicated are maximums and each individual gain will vary depending on incremental date.



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Band	Starting Pay Point (under current system)	NI 2018/19 pay values	2019/20 - 1st April	2019/20 Increment (From individual staff incremental date)	2020/21 - 1st April including the one-off consolidated award in Bands 8a-9 where applicable <sup>b</sup>	2020/21 increment - including the one-off consolidated award in Bands 8a-9 where applicable <sup>b</sup>	Earnings Gain £ 2018/19 - 2020/21 <sup>a</sup>	Earnings Gain % 2018/19 - 2020/21 <sup>a</sup>
	5	£30,813	£32,525	£32,525	£33,779	£33,779	£2,966	9.6%
	6	£31,853	£32,525	£33,587	£33,779	£37,890	£6,037	19.0%
	7	£32,893	£33,587	£34,782	£37,890	£37,890	£4,997	15.2%
	8	£34,062	£34,782	£37,267	£37,890	£37,890	£3,828	11.2%
Band 6	9	£36,280	£37,267	£37,267	£37,890	£37,890	£1,610	4.4%
Band 7	1	£32,893	£37,570	£37,570	£38,890	£40,894	£8,001	24.3%
	2	£32,893	£37,570	£37,570	£40,894	£40,894	£8,001	24.3%
	3	£34,062	£37,570	£37,570	£40,894	£40,894	£6,832	20.1%
	4	£35,753	£37,570	£38,765	£40,894	£41,723	£5,970	16.7%
	5	£36,794	£38,765	£38,765	£41,723	£41,723	£4,929	13.4%
	6	£37,964	£38,765	£40,092	£41,723	£44,503	£6,539	17.2%
	7	£39,263	£40,092	£41,486	£44,503	£44,503	£5,240	13.3%

\*includes value of transitional monthly consolidated payments paid to these points in 2020/21

a In addition, staff on all pay points in Band 1 and staff at the top of Bands 2-9 as at 31st March 2019 will receive a non-consolidated award in 2019/20.

b Except for staff at the top of their Band, the figures indicated are maximums and each individual gain will vary depending on incremental date.

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Band	Starting Pay Point (under current system)	NI 2018/19 pay values	2019/20 - 1st April	2019/20 Increment (From individual staff incremental date)	2020/21 - 1st April including the one-off consolidated award in Bands 8a-9 where applicable <sup>b</sup>	2020/21 increment - including the one-off consolidated award in Bands 8a-9 where applicable <sup>b</sup>	Earnings Gain £ 2018/19 - 2020/21 <sup>a</sup>	Earnings Gain % 2018/19 - 2020/21 <sup>a</sup>
	8	£40,627	£41,486	£43,772	£44,503	£44,503	£3,876	9.5%
	9	£42,616	£43,772	£43,772	£44,503	£44,503	£1,887	4.4%
Band 8a	1	£41,995	£44,606	£44,606	£45,753	£45,753	£3,758	8.9%
	2	£41,995	£44,606	£44,606	£45,753	£46,518*	£4,523	10.8%
	3	£43,684	£44,606	£46,331	£46,518*	£48,519*	£4,835	11.1%
	4	£45,373	£46,331	£48,324	£48,519*	£51,668	£6,295	13.9%
	5	£47,325	£48,324	£50,819	£51,668	£51,668	£4,343	9.2%
	6	£49,476	£50,819	£50,819	£51,668	£51,668	£2,192	4.4%
Band 8b	1	£48,756	£52,306	£52,306	£53,168	£53,168	£4,412	9.0%
	2	£48,756	£52,306	£52,306	£53,168	£55,450*	£6,694	13.7%
	3	£51,225	£52,306	£55,226	£55,450*	£58,383*	£7,158	14.0%
	4	£54,084	£55,226	£58,148	£58,383*	£62,001	£7,917	14.6%
	5	£56,945	£58,148	£60,983	£62,001	£62,001	£5,056	8.9%

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	6	£59,370	£60,983	£60,983	£62,001	£62,001	£2,631	4.4%
Band 8c	1	£58,504	£61,777	£61,777	£63,751	£63,751	£5,247	9.0%
	2	£58,504	£61,777	£61,777	£63,751	£64,931*	£6,427	11.0%
	3	£61,105	£61,777	£64,670	£64,931*	£69,285*	£8,180	13.4%
	4	£63,966	£64,670	£69,007	£69,285*	£73,664	£9,698	15.2%
	5	£68,256	£69,007	£72,597	£73,664	£73,664	£5,408	7.9%
	6	£71,243	£72,597	£72,597	£73,664	£73,664	£2,421	3.4%
Band 8d	1	£70,206	£73,936	£73,936	£75,914	£75,914	£5,708	8.1%
	2	£70,206	£73,936	£73,936	£75,914	£77,863*	£7,657	10.9%
	3	£73,131	£73,936	£77,550	£77,863*	£81,821*	£8,690	11.9%
	4	£76,707	£77,550	£81,493	£81,821*	£87,754	£11,047	14.4%
	5	£80,606	£81,493	£86,687	£87,754	£87,754	£7,148	8.9%
	6	£85,333	£86,687	£86,687	£87,754	£87,754	£2,421	2.8%

\*includes value of transitional monthly consolidated payments paid to these points in 2020/21

a In addition, staff on all pay points in Band 1 and staff at the top of Bands 2-9 as at 31st March 2019 will receive a non-consolidated award in 2019/20.

b Except for staff at the top of their Band, the figures indicated are maximums and each individual gain will vary depending on incremental date.

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Band	Starting Pay Point (under current system)	NI 2018/19 pay values	2019/20 - 1st April	2019/20 Increment (From individual staff incremental date)	2020/21 - 1st April including the one-off consolidated award in Bands 8a-9 where applicable <sup>b</sup>	2020/21 increment - including the one-off consolidated award in Bands 8a-9 where applicable <sup>b</sup>	Earnings Gain £ 2018/19 - 2020/21 <sup>a</sup>	Earnings Gain % 2018/19 - 2020/21 <sup>a</sup>
Band 9	1	£84,507	£89,537	£89,537	£91,004	£91,004	£6,497	7.7%
	2	£84,507	£89,537	£89,537	£91,004	£94,213*	£9,706	11.5%
	3	£88,563	£89,537	£93,835	£94,213*	£98,736*	£10,173	11.5%
	4	£92,813	£93,835	£98,339	£98,736*	£104,927	£12,114	13.1%
	5	£97,269	£98,339	£103,860	£104,927	£104,927	£7,658	7.9%
	6	£102,507	£103,860	£103,860	£104,927	£104,927	£2,420	2.4%

\*includes value of transitional monthly consolidated payments paid to these points in 2020/21

a In addition, staff on all pay points in Band 1 and staff at the top of Bands 2-9 as at 31st March 2019 will receive a non-consolidated award in 2019/20.

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## Section 2: Safe Staffing

### Background

The health service in Northern Ireland has specific issues in relation to safe staffing that have become worse over the past few years.

There are significant recruitment and retention issues across the HSC workforce including a high level of vacancies in specific areas.

Other issues impacting upon patients and HSC staff include:

- long waiting lists and waiting times
- difficulties in accessing services
- staff are so over-stretched that they are unable to provide the level of care to patients and their families that they want to provide.

The trade unions campaigned for a range of measures to be implemented in relation to the delivery of safe and effective care.

These may be summarised as follows:

- The immediate publication of the report of the Nursing and Midwifery Task Group, accompanied by a fully-costed and resourced implementation plan and a commitment to the urgent establishment of a nurse-led group to implement its recommendations.
- The full implementation and comprehensive funding of the Delivering Care policy directive across all practice settings, with a view to developing safe nurse staffing legislation on the restoration of the devolved institutions.
- A fully-funded increase in commissioned pre-registration nursing student places of a minimum of 500 per annum over a five-year period, thereby making a significant impact on reducing the current level of vacant nursing posts within the HSC.
- A firm commitment to restore the post-registration nursing education budget to at least its 2008-2009 level (adjusted for inflation) before the budget was cut as part of cost-savings measures.
- A firm commitment not to implement recruitment freezes within Northern Ireland until safe staffing legislation has been addressed.

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- A firm commitment to fill all permanent posts on a permanent basis and eradicate unnecessary temporary contracts.
- Develop career progression for staff.
- Improve the speed of recruitment to avoid unnecessary delays and reduce agency costs.

## Safe staffing proposals

Following the restoration of the Northern Ireland Assembly and Executive, there have been intensive discussions between the Trade Unions, Department of Health and HSC employers in relation to the development of a number of actions to begin to address safe staffing. Work has already commenced to set timescales and meeting schedules to take the work outlined in this pathway forward. These proposals have been endorsed by the Health Minister and are set out as follows:

### **Nursing and Midwifery Task Group**

The Minister of Health will publish the report of the Nursing and Midwifery Task Group by the end of March 2020, accompanied by a fully-costed implementation plan for the recommendations accepted. The CNO shall consult with CNMAC at the earliest opportunity on the establishment of professional nursing and midwifery group in partnership with the nursing and midwifery trade unions, based on the principles of co-design and co-production.

### **Delivering Care**

The Department will ensure the full implementation and comprehensive funding of its Delivering Care policy directive across all practice settings with a view to developing in partnership with the nursing and midwifery trade unions the case for safe nurse staffing legislation at the earliest legislative opportunity. There is a commitment to fully fund the work developed to date (phases 2-5A (inclusive) and 7) (£42.7m), and the implementation of the remaining phases. To this end, the Executive agreed, on 14 January 2020, to provide additional funding of £5-10m in 2020/21, increasing thereafter to £60m over 5 years, to deal with safe staffing concerns, including the full implementation of Delivering Care. The Department and trade unions recognise that there may be a need for additional funding within this timeframe.

### **Increase in commissioned pre-registration places**

The Department will urgently work to secure the required resources to implement the commitment in New Decade, New Approach, to implement the

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Executive commitment to deliver an extra 900 nursing and midwifery undergraduate places over three years, starting September 2020 with 300 places. The Department notes that this does not fully meet the trade union ask for an additional 500 places per year. The Department's position is that it is committed to sustaining investment in undergraduate training, and that any further increase in undergraduate numbers will require careful consideration with trade unions, practice partners and education providers, all of whom will work in partnership to ensure that any substantial increase would satisfy the quality assurance for placements determined by the NMC, including infrastructure and fitness to practice at the point of registration.

## **Post-registration budget**

The Department of Health is to increase the nursing and midwifery post-registration budget to £10m in 2020/21, and then to £11.25m in 2021/22, thereby restoring the budget to its previous highest level, adjusted for inflation.

## **Nursing and Midwifery Representation**

The nursing and midwifery profession, led by the Chief Nursing Officer, and where, appropriate, other senior nursing and midwifery representatives, will continue to be involved in all senior deliberative and decision-making bodies in respect of Northern Ireland health and social care transformation.

## **Commitment to No Nursing Recruitment Freezes**

In line with the long-established Departmental position, no nursing recruitment freezes will be implemented in Northern Ireland until at least all nursing and midwifery vacancies have been filled.

## **Social Work and Social Care**

As a matter of urgency, there shall be detailed and sustained engagement with the Department of Health, and the affiliated trade unions representing social workers on the range of issues that have led to the current vacancy pressures. This shall include training opportunities and workload pressures, etc, with a view to addressing safe staffing concerns. This engagement shall include discussion about wider social care roles and associated funding implications.

## **Health and social care Workforce Strategy 2026**

In conclusion, the Department commits to an urgent schedule of discussions to develop a costed action plan for the implementation of the health and social

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care Workforce Strategy 2026, which includes all health and social care professional roles<sup>1</sup>. This will need to focus on

- Urgent filling of all permanent posts on a permanent basis (there should be no more unnecessary temporary contracts).
- Development of career progression pathways for staff.
- The availability of paid in-service training 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.
- Full design of the optimum workforce model by 2023.

[End]

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