

HEALTH WORKERS

VOTE NOW ON PAY OFFER!



This is a UNISON NI consultation with our members. On this page you will be able to read details of the HSC pay proposals and the view of the UNISON NI Health Committee.

THE CONSULTATION CLOSSES AT 5PM ON THURSDAY 21ST MARCH 2024

Negotiations with the Health Minister and Department of Health officials have resulted in an offer on pay for all health staff. This offer is recommended by your union and the details of this offer are laid out below.

Thousands of nurses, social and domiciliary care workers, health care assistants, ambulance workers, Patient experience staff, admin staff, technical and professional and estate staff and more will have pay parity on their pay bands restored which will be uplifted by 5%. In addition, NIC/ICTU trade unions have supported a non-consolidated payment of £1,505 (based on full-time hours) for every staff member. Health unions agreed that the cost of the living crisis has affected every worker, by rising prices and inflation. An equal share out of the funding available from the Department is the fairest option to put to all union members.

This is an important opportunity to accept this offer.

Alongside this uplift there are other outstanding issues to be addressed. We have a commitment that the following issues are now on the negotiating agenda:

- ✓ Delivery of legislation to underpin safe staffing (now that the Executive has returned)
- ✓ A review of a possible shorter working week
- ✓ Improvement in mileage allowances (increased funding already proposed but needs further discussion)



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PAY OFFER

5% ON ALL PAY BANDS

Agenda for Change

Non-consolidated award of £1,505

5% pay award (based on full-time hours)

NON CON-SOLIDATED 23/24 FOR FULL TIME HOURS	PART TIME HOURS WORKED FORMULA	AMOUNT PRO RATA TO BE PAID	BAND	FOR INFO NON CON AMOUNT ALREADY RECEIVED NI 2022	BAND		NEW PAY RATES FOR 23/24	22/23	ARREARS BASED ON FULL TIME HOURS
1505	10	401.00	1	1013.00	1	spot	£22,383	£20,375	£2,008
1505	11	441.00	2	1013.00	2	entry	£22,383	£20,375	£2,008
1505	12	482.00		1034.00		top	£22,383	£21,318	£1,065
1505	13	522.00	3	1040.00	3	entry	£22,816	£21,730	£1,086
1505	14	562.00		1062.00		top	£24,336	£23,177	£1,159
1505	15	602.00	4	960.00	4	entry	£25,147	£23,949	£1,198
1505	16	642.00		984.00		top	£27,596	£26,282	£1,314
1505	17	682.00	5	992.00	5	entry	£28,407	£27,055	£1,352
1505	18.75	753.00		1013.00		mid	£30,639	£29,180	£1,459
1505	19	763.00		1050.00		top	£34,581	£32,934	£1,647
1505	20	803.00	6	1058.00	6	entry	£35,392	£33,706	£1,686
1505	21	843.00		1077.00		mid	£37,350	£35,572	£1,778
1505	22	883.00		1125.00		top	£42,618	£40,588	£2,030
1505	23	923.00	7	1136.00	7	entry	£43,742	£41,659	£2,083
1505	24	963.00		1156.00		mid	£45,996	£43,806	£2,190
1505	25	1,003.00		1193.00		top	£50,056	£47,672	£2,384
1505	26	1,043.00	8a	971.00	8a	entry	£50,952	£48,526	£2,426
1505	27	1,084.00		1001.00		top	£57,349	£54,619	£2,730
1505	28	1,124.00	8b	1009.00	8b	entry	£58,972	£56,164	£2,808
1505	29	1,164.00		1054.00		top	£68,525	£65,262	£3,263
1505	30	1,204.00	8c	1063.00	8c	entry	£70,417	£67,064	£3,353
1505	31	1,244.00		1114.00		top	£81,138	£77,274	£3,864
1505	32	1,284.00	8d	1126.00	8d	entry	£83,571	£79,592	£3,979
1505	33	1,324.00		1187.00		top	£96,376	£91,787	£4,589
1505	34	1,365.00	9	1204.00	9	entry	£99,891	£95,135	£4,756
1505	35	1,405.00		1275.00		top	£114,949	£109,475	£5,474
1505	36	1,445.00							
1505	37	1,485.00							
1505	37.5	1,505.00							

*Bank only contract staff are eligible for the pro-rata consolidated payments.

A 5.2% uplift will be made to on call and sleep in rates.



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