

WORKFORCE POLICY DIRECTORATE



Chief Executives of HSC Bodies¹;

Castle Buildings

Stormont Estate

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Reference: HSC (AfC) (6) 2024

Date: 19 December 2024

Dear Colleagues

AGENDA FOR CHANGE PAY ARRANGEMENTS 2024/25

1. This pay circular informs HSC employers of the 2024/25 pay arrangements for staff covered by the Agenda for Change (AfC) terms and conditions of service.

Pay scales effective from 1 June 2024

2. The Department recognises that this award does not represent full settlement for the financial year 2024/25 and will continue in its efforts to secure the additional funding required to address any shortfall within the current financial year. For the avoidance of any doubt, the provisions of this circular will apply from 1 June 2024 and commits all currently available funding towards pay

HSC Trusts, the Public Health Agency (PHA), the Business Services Organisation (BSO), the Northern Ireland Blood Transfusion Service Agency (NIBTS), the Children's Court Guardian Agency for Northern Ireland (CCGANI), the Northern Ireland Practice & Education Council for Nursing, Midwifery & Health Visiting (NIPEC), the Northern Ireland Social Care Council (NISCC), the Patient & Client Council (PCC), the Northern Ireland Regulation and Quality Improvement Authority (RQIA) and the Northern Ireland Medical and Dental Training Agency (NIMDTA).

arrangements, any additional funding made available in 2024/25 will be used to amend the effective back towards 1 April 2024. This may involve retrospective application on a month-by-month basis, depending on available funding.

3. The revised pay scales for 2024/25 set out in this circular will apply in full from 1 June 2024. These include:
 - All staff will receive a consolidated uplift in pay of 5.5%, effective from 1 June 2024. The provisions for incremental pay progression continue to apply where eligible; and
 - A new intermediate pay point has been introduced within bands 8a, 8b, 8c, 8d and 9 to which staff may progress after two years at the respective band.

New Intermediate Step

4. The new intermediate step within bands 8a – 9 inclusive will have effect from 1 June 2024. Subject to usual progression standards, staff may move to this pay point when eligible, i.e., the later date of: 1 June 2024; or the second anniversary of their appointment to the band (known as the “step date”).

HSC On-Call Arrangements

5. Previous circulars HSC (JNF) (8) 2011 (and associated addendums) and the TUS framework agreement require the HSC on-call availability and sleep-in allowances to be reviewed in line with the pay award. In the 2024/25 year, this will be based on a 5.5% uplift, bringing these to £30.74 and £40.06 respectively, with effect from 1 June 2024.

Unsocial Hours Payments

6. 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%

Enquiries

7. Employees should direct personal enquiries to their employer.

8. Employers should direct enquiries about the contents of this circular to, Workforce Policy Directorate, Room D1, Castle Buildings, Stormont, Upper Newtownards Road, Belfast BT4 3SJ (telephone: 028 90 528321 or email: p&e@health-ni.gov.uk)

Further Copies

9. Copies of this Circular can be obtained from the Department's website at: [Workforce Policy Guidance](#)

10. A copy of the NHS Terms and Conditions of Service Handbook can be downloaded from the NHS Employers website at: <https://www.nhsemployers.org/your-workforce/pay-and-reward/agenda-for-change/nhs-terms-and-conditions-of-service-handbook>



CHRIS WILKINSON

Head of Pay and Employment

Agenda for Change

Pay bands and pay points effective 1 June 2024

Band	Spot salary
Band 1*	23,615
Band 2	23,615

*Band 1 is closed to new entrants.

Band	Entry Step Point	Years until eligible for progression	Top pay point
Band 3	24,071	2	25,674
Band 4	26,530	3	29,114

Band	Entry Step Point	Years until eligible for progression	Intermediate Step point	Years until eligible for progression	Top pay point
Band 5	29,970	2	32,324	2	36,483
Band 6	37,338	2	39,405	3	44,962
Band 7	46,148	2	48,526	3	52,809

A new intermediate pay point has been introduced at each of bands 8a, 8b, 8c, 8d and 9 to which staff should progress after two years at the respective band.

Band	Entry Step Point	Years until eligible for progression	Intermediate Step point	Years until eligible for progression	Top pay point
Band 8a	53,755	2	56,454	3	60,504
Band 8b	62,215	2	66,246	3	72,293
Band 8c	74,290	2	78,814	3	85,601
Band 8d	88,168	2	93,572	3	101,677
Band 9	105,385	2	111,740	3	121,271