

WORKFORCE POLICY DIRECTORATE



Chief Executives of HSC Bodies¹;

For information:

**Director of Finance and
Director of Human Resources of
each body**

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Reference:
HSC (AfC) (2) 2016 ADDENDUM
Our Reference: HE1/17/59211

Date: 22 March 2017

Dear Colleagues

AGENDA FOR CHANGE (AfC) PAY ARRANGEMENTS 2016/17

1. This circular is an addendum to Circular HSC (AfC) (2) 2016 issued on 10 October 2016 and informs HSC Employers of the revised hourly rate of the National Living Wage for workers aged 25 years and above effective from 1 April 2017.

National Living Wage

2. During the 2015 Financial Statement the Chancellor of the Exchequer announced the introduction of a mandatory hourly National Living Wage for workers aged 25

¹ The Health and Social Care Board, HSC Trusts, the Public Health Agency, the Business Services Organisation, the Northern Ireland Blood Transfusion Service Agency, the Northern Ireland Guardian and Litem Agency, the Northern Ireland Practice & Education Council for Nursing, Midwifery & Health Visiting (NIPEC), the Northern Ireland Social Care Council (NISCC), the Patient & Client Council, the Northern Ireland Regulation and Quality Improvement Authority and the Northern Ireland Medical and Dental Training Agency (NIMDTA)

and above effective from 1 April 2016. The National Minimum Wage will remain for those under 25.

3. The initial 2016 NLW rate was set at £7.20 per hour, representing around 54% of the 2015 UK median full-time hourly wage. The UK Government has tasked the Low Pay Commission to advise on annual increments to the NLW for 2017 onwards. It is anticipated that by 2020 the value of the NLW will be just over £9.00 per hour – in line with the Government's target of 60% of the national median full-time hourly wage.

Pay arrangements effective from 1 April 2017

4. From 1 April 2017, the hourly National Living Wage for workers aged 25 and above will increase to £7.50.
5. Agenda for Change Pay Point 1 of Bands 1 and 2 will be uplifted to £14,665 in line with the 2017 National Living Wage rate for staff aged 25 years and above with effect from the 1 April 2017.
6. The National Living Wage is enforced by Her Majesty's Revenue and Customs (HMRC). More information on the National Minimum Wage and National Living Wage rates is available at: <https://www.nidirect.gov.uk/articles/national-minimum-wage-and-living-wage>

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 9052 28321 or email: p&e@health-ni.gov.uk)

Further Copies

9. Copies of this Circular can be obtained from the Department's website at

<https://www.health-ni.gov.uk/publications/workforce-policy-guidance-2016>

10. A copy of the NHS Terms and Conditions of Service Handbook can be downloaded from the NHS Employers website at:

www.nhsemployers.org/PayAndContracts/AgendaForChange/Pages/Afc-AtAGlanceRP.aspx

HEATHER STEVENS
Director of Workforce Policy

Heather Stevens

Pay Bands and Pay Points for HSC Staff from 1 April 2017

Point	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8				Band 9
								Range A	Range B	Range C	Range D	
1	14,437*	14,437*										
2	14,800	14,800										
3	15,163	15,163										
4		15,586										
5		16,010										
6		16,434	16,434									
7		16,979	16,979									
8		17,599	17,599									
9			17,972									
10			18,468									
11			19,026	19,026								
12			19,461	19,461								
13				20,146								
14				20,844								
15				21,478								
16				21,693	21,693							
17				22,236	22,236							
18					23,132							
19					24,063							
20					25,047							
21					26,041	26,041						
22					27,090	27,090						
23					28,180	28,180						
24						29,043						
25						30,057						
26						31,072	31,072					
27						32,086	32,086					
28						33,227	33,227					
29						34,875	34,875					
30							35,891					
31							37,033					
32							38,300					
33							39,631	39,631				
34							40,964	40,964				
35								42,612				
36								44,260				
37								46,164	46,164			
38								47,559	47,559			
39									49,968			
40									52,757			
41									55,548	55,548		
42									57,069	57,069		
43										59,606		
44										62,397		
45										66,581	66,581	
46										68,483	68,483	
47											71,337	
48											74,825	
49											78,629	78,629
50											82,434	82,434
51												86,390
52												90,536
53												94,883
54												99,438

*Pay Point 1 of Pay Bands 1 and 2 will be uplifted to £14,665 in line with the 2017 National Living Wage rate for staff aged 25 years and above with effect from the 1 April 2017