

# 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.