

WORKFORCE POLICY DIRECTORATE

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HSC (AfC) 06/2025

3 December 2025

Dear Colleagues

AGENDA FOR CHANGE PAY ARRANGEMENTS 2025/26

Summary

This circular informs HSC employers of the pay arrangements for staff covered by the Agenda for Change (AfC) terms and conditions of service in Northern Ireland.

Action

The revised salaries, set out in this circular apply in full, with effect from 1 April 2025.

Pay scales effective from 1 April 2025

This pay uplift is for Agenda for Change Staff covered by national AfC Terms and Conditions of Service and applies from 1 April 2025. It uplifts the pay rates of Agenda for Change staff effective from 1 April 2025.

Increases to national salary scales from 1 April 2025

1. Salary Scales for Agenda for Change staff have a 3.6% consolidated increase on top of the pay scales for Agenda for Change Pay Arrangements 2024-25 as

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).

set out in circular HSC (AFC) 4 2025 effective from 1 April 2025 as per the NHSPRB recommendation.

2. A 3.6% increase to the sleep-in and on call allowance.
3. This applies to all HSC staff employed under Agenda for change terms and conditions.
4. The provisions for incremental pay progression continue to apply where eligible.

All other allowances, fees and payments of the NHS terms and conditions of service handbook remain unchanged.

Enquiries

5. Employees should direct personal enquiries to their employer. The Department of Health cannot advise on individuals' personal circumstances.
6. Employers should direct enquiries about the content of this circular to, Workforce Policy Directorate, Room D1, Castle Buildings, Stormont, Upper Newtownards Road, Belfast BT4 3SJ (email: p&e@health-ni.gov.uk)

Further Copies

7. Copies of this Circular can be obtained from the Department's website at:
[Workforce Policy Guidance](#)
8. 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>



KATHERINE FERGUSON

Interim Head of Pay and Employment

03 December 2025

**Agenda for Change Pay Arrangement 2025/26
HSC(AfC) 06/2025**

Pay award for staff covered by the Agenda for Change (AfC) terms and conditions of service in Northern Ireland

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SECTION 1: Agenda for Change

Pay bands and pay points effective 1 April 2025

Basic Pay							
Band 1*	£	24,465					
Band 2	£	24,465					
		Entry Step Point	Years until eligible for progression		Top pay point		
Band 3	£	24,937	2		£ 26,598		
Band 4	£	27,485	3		£ 30,162		
		Entry Step Point	Years until eligible for progression		Intermediate Step point	Years until eligible for progression	Top pay point
Band 5	£	31,049	2		£ 33,487	2	£ 37,796
Band 6	£	38,682	2		£ 40,823	3	£ 46,580
Band 7	£	47,810	2		£ 50,273	3	£ 54,710
		Entry Step Point	Years until eligible for progression		Intermediate Step point	Years until eligible for progression	Top pay point
Band 8a	£	55,690	2		£ 58,487	3	£ 62,682
Band 8b	£	64,455	2		£ 68,631	3	£ 74,896
Band 8c	£	76,965	2		£ 81,652	3	£ 88,682
Band 8d	£	91,342	2		£ 96,941	3	£ 105,337
Band 9	£	109,179	2		£ 115,763	3	£ 125,637

*Band 1 is closed to new entrants

SECTION 2: HSC On-Call Arrangements

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 2025/26 year, this will be based on a 3.6% uplift.

Allowance	Effective Date 1st April 2025
Sleep-in	£41.50
On Call	£31.85

SECTION 3: Unsocial Hours Payments

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.

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%