

FROM THE MINISTER OF HEALTH



Department of  
**Health**

An Roinn Sláinte

Mánnystrie O Poustie

[www.health-ni.gov.uk](http://www.health-ni.gov.uk)

Philippa Hird  
Chair of NHS Pay Review Body  
Office of Manpower Economics  
Fleetbank House  
2-6 Salisbury Square  
London  
EC4Y 8JX

Castle Buildings  
Stormont Estate  
Belfast BT4 3SQ  
Telephone: 028 9052 2556  
email: [private.office@health-ni.gov.uk](mailto:private.office@health-ni.gov.uk)

By email: [craig.marchant@beis.gov.uk](mailto:craig.marchant@beis.gov.uk)

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Date: 24 February 2020

Dear *Philippa*,

#### **NHSPRB 2020/21 PAY ROUND**

I am writing to formally commence the 2020/21 pay round for Agenda for Change (AfC) staff in Northern Ireland and to submit my Department's evidence. I wish to begin by thanking the NHS Pay Review Body for its invaluable work on the 2019/20 pay round and, in particular, for its observations on the AfC pay agreement.

On 31 October 2019, the Department of Finance (DoF) set out Northern Ireland's Public Sector Pay Policy for 2019/20. Following considerable engagement with employers and trade unions throughout the year, a proposed agreement on a pay deal for 2019/20 is currently out for consultation with Trade union members. This proposed deal restores pay parity, with England, for Agenda for change staff in Northern Ireland.

This year, Northern Ireland will not require any specific recommendations on pay, however, I would be most interested to have the views of the NHSPRB into wider recruitment, retention and staff motivation factors specific to the Northern Ireland health labour market which might highlight staff migration, recruitment deficiencies and key behavioural drivers. I would welcome views on the impact the re-establishment of pay parity, with England and Wales, may have in making Northern Ireland a more attractive destination in which to pursue a career in health and social care.

Yours sincerely

**Robin Swann MLA**  
Minister for Health