



Royal College  
of Nursing  
Northern Ireland

## DEPARTMENT OF HEALTH **IMPOSED** PAY DEAL FOR 2018/19 EXPLAINED THIS ONE-YEAR PAY DEAL **WAS NOT AGREED BY** THE ROYAL COLLEGE OF NURSING

- This pay offer **falls short** of the 3% minimum pay rise for all staff proposed by the RCN.
- Overleaf are the pay scales for 2018/19 unilaterally announced by the Department of Health on 22 November 2018.
- Please note this information relates to **basic salary only** and does not take into account unsocial hours payments.
- Members may move into higher pension contribution brackets which **may adversely impact** upon their final pay.

Close  
the gaps

The RCN continues to campaign to **Close the Gaps** in pay between Northern Ireland and the rest of the UK.

## Band 1

2017/18 NI Pay	2018/19 Proposed Pay	Difference (£)	Difference (%)
£14,665	£16,943	£2,278	15.53%
£14,948	£16,943	£1,995	13.35%
£15,315	£16,943	£1,628	10.63%

## Band 2

2017/18 NI Pay	2018/19 Proposed Pay	Difference (£)	Difference (%)
£14,665	£16,943	£2,278	15.53%
£14,948	£16,943	£1,995	13.35%
£15,315	£16,943	£1,628	10.63%
£15,742	£16,943	£1,201	7.63%
£16,170	£16,943	£773	4.78%
£16,598	£16,943	£345	2.08%
£17,149	£17,406	£257	1.50%
£17,775	£18,309	£534	3.00%

## Band 3

2017/18 NI Pay	2018/19 Proposed Pay	Difference (£)	Difference (%)
£16,598	£17,406	£808	4.87%
£17,149	£17,406	£257	1.50%
£17,775	£18,041	£266	1.50%
£18,152	£18,424	£272	1.50%
£18,653	£18,933	£280	1.50%
£19,216	£19,504	£288	1.50%
£19,656	£20,246	£590	3.00%

## Band 4

2017/18 NI Pay	2018/19 Proposed Pay	Difference (£)	Difference (%)
£19,216	£19,951	£735	3.82%
£19,656	£19,951	£295	1.50%
£20,347	£20,652	£305	1.50%
£21,052	£21,368	£316	1.50%
£21,693	£22,019	£326	1.50%
£21,910	£22,239	£329	1.50%
£22,458	£23,131	£673	3.00%

## Band 5

2017/18 NI Pay	2018/19 Proposed Pay	Difference (£)	Difference (%)
£21,910	£22,795	£885	4.04%
£22,458	£22,795	£337	1.50%
£23,363	£23,713	£350	1.50%
£24,304	£24,668	£364	1.50%
£25,297	£25,676	£379	1.50%
£26,301	£26,695	£394	1.50%
£27,361	£27,772	£411	1.50%
£28,462	£29,315	£853	3.00%

## Band 6

2017/18 NI Pay	2018/19 Proposed Pay	Difference (£)	Difference (%)
£26,301	£27,772	£1,471	5.59%
£27,361	£27,772	£411	1.50%
£28,462	£28,889	£427	1.50%
£29,333	£29,773	£440	1.50%
£30,358	£30,813	£455	1.50%
£31,383	£31,853	£470	1.50%
£32,407	£32,893	£486	1.50%
£33,559	£34,062	£503	1.50%
£35,224	£36,280	£1,056	3.00%

## Band 7

2017/18 NI Pay	2018/19 Proposed Pay	Difference (£)	Difference (%)
£31,383	£32,893	£1,510	4.81%
£32,407	£32,893	£486	1.50%
£33,559	£34,062	£503	1.50%
£35,224	£35,753	£529	1.50%
£36,250	£36,794	£544	1.50%
£37,304	£37,964	£660	1.77%
£38,683	£39,263	£580	1.50%
£40,027	£40,627	£600	1.50%
£41,374	£42,616	£1,242	3.00%

### Band 8A

2017/18 NI Pay	2018/19 Proposed Pay	Difference (£)	Difference (%)
£40,027	£41,995	£1,968	4.92%
£41,374	£41,995	£621	1.50%
£43,038	£43,684	£646	1.50%
£44,703	£45,373	£670	1.50%
£46,626	£47,325	£699	1.50%
£48,035	£49,476	£1,441	3.00%

### Band 8B

2017/18 NI Pay	2018/19 Proposed Pay	Difference (£)	Difference (%)
£46,626	£48,756	£2,130	4.57%
£48,035	£48,756	£721	1.50%
£50,468	£51,225	£757	1.50%
£53,285	£54,084	£799	1.50%
£56,103	£56,945	£842	1.50%
£57,640	£59,370	£1,730	3.00%

### Band 8C

2017/18 NI Pay	2018/19 Proposed Pay	Difference (£)	Difference (%)
£56,103	£58,504	£2,401	4.28%
£57,640	£58,504	£864	1.50%
£60,202	£61,105	£903	1.50%
£63,021	£63,966	£945	1.50%
£67,247	£68,256	£1,009	1.50%
£69,168	£71,243	£2,075	3.00%

### Band 8D

2017/18 NI Pay	2018/19 Proposed Pay	Difference (£)	Difference (%)
£67,247	£70,206	£2,959	4.40%
£69,168	£70,206	£1,038	1.50%
£72,050	£73,131	£1,081	1.50%
£75,573	£76,707	£1,134	1.50%
£79,415	£80,606	£1,191	1.50%
£83,258	£85,333	£2,075	2.49%