

Annex 3: Pay bands and pay points on the second pay spine in England from 1 April 2014

Table 9(k)

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	14,294	14,294										
2	14,653	14,653										
3	15,013	15,013										
4		15,432										
5		15,851										
6		16,271	16,271									
7		16,811	16,811									
8		17,425	17,425									
9			17,794									
10			18,285									
11			18,838	18,838								
12			19,268	19,268								
13				19,947								
14				20,638								
15				21,265								
16				21,478	21,478							
17				22,016	22,016							
18					22,903							
19					23,825							
20					24,799							

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	
21					25,783	25,783						
22					26,822	26,822						
23					27,901	27,901						
24						28,755						
25						29,759						
26						30,764	30,764					
27						31,768	31,768					
28						32,898	32,898					
29						34,530	34,530					
30							35,536					
31							36,666					
32							37,921					
33							39,239	39,239				
34							40,558	40,558				
35								42,190				
36								43,822				
37								45,707	45,707			
38								47,088	47,088			
39									49,473			
40									52,235			
41									54,998	54,998		
42									56,504	56,504		
43										59,016		
44										61,779		
45									*	65,922	65,922	
46									*	67,805	67,805	
47											70,631	

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	
48											74,084	
49										*	77,850	77,850
50										*	81,618	81,618
51												85,535
52												89,640
53											*	93,944
54											*	98,453

* Pay spine points 45 and 46 at the top of pay band 8C; pay spine points 49 and 50 at the top of pay band 8D and pay spine points 53 and 54 at the top of pay band 9 are annually earned (see paragraphs 1.11 to 1.15 in Section 1 (England and Wales). (See relevant policy documents for information on pay in Wales).

Pay arrangements applying to specific pay points in England between 1 April 2014 and 31 March 2015 (Table 9 (k))

1. An adjustment has been made to pay spine point 16 to ensure that all staff on pay spine point 15, eligible for incremental progression, will receive an increase of 1 per cent. The values of all other pay points in England remain unchanged from the previous year and are set out in a revised Table 10 (effective from 1 April 2014) in this new Annex 2 (Table 9 (k) in Annex 3).

Non-consolidated payments from 1 April 2014

2. Staff who, on 31 March 2014, are on the top pay point in their pay band, will receive a non-consolidated lump sum, payable in monthly installments, with effect from 1 April 2014 and ending on 31 March 2015.

The pay points affected and the values of the lump sums are set out in Table 9 (L2) below.

Table 9 (L2)

Pay band	Pay spine point (top pay point in each pay band)	Non-consolidated sum effective from 1 April 2014
1	3	£151
2	8	£175
3	12	£193
4	17	£221
5	23	£280
6	29	£346
7	34	£406
8A	38	£471
8B	42	£566
8C	46	£679
8D	50	£817
9	54	£985

3. These payments apply from 1 April 2014 until 31 March 2015. They will not count for pensionable pay nor any of the other allowances and additions to pay in this Handbook. They will not, for example, count in the calculation of high cost area supplements, overtime pay or unsocial hours payments.

