

Annex 3: Pay bands and pay points on the second pay spine in England from 1 April 2018

1. From 18/19 onwards, pay points are expressed in terms of years of experience required to attain the level of pay. This is measured in years from anniversary of appointment. Legacy pay point numbers will no longer be used.

Table 10

Previous Pay Values 17/18			NHS Terms and Conditions of Service 2018 Pay Values				
Band	Existing Paypoint Numbers	2017/18	Band	Years of experience	2018/19	2019/20	2020/21
Band 1	2	£15,404	Band 1	< 1 year	£17,460	£17,652	£18,005
TOP	3	£15,671		1+ years	£17,460	£17,652	£18,005
Band 2	2	£15,404	Band 2	< 1 year	£17,460	£17,652	£18,005
	3	£15,671		1-2 years	£17,460	£17,652	£18,005
	4	£16,104		2-3 years	£17,460	£17,652	£19,337
	5	£16,536		3-4 years	£17,460	£17,652	£19,337
	6	£16,968		4-5 years	£17,460	£17,652	£19,337
	7	£17,524		5-6 years	£17,787	£17,983	£19,337
TOP	8	£18,157		6+ years	£18,702	£19,020	£19,337
Band 3	6	£16,968	Band 3	< 1 year	£17,787	£18,813	£19,737
	7	£17,524		1-2 years	£17,787	£18,813	£19,737

	8	£18,157		2-3 years	£18,429	£18,813	£21,142
	9	£18,333		3-4 years	£18,608	£18,813	£21,142
	10	£18,839		4-5 years	£19,122	£19,332	£21,142
	11	£19,409		5-6 years	£19,700	£19,917	£21,142
TOP	12	£19,852		6+ years	£20,448	£20,795	£21,142
Band 4	11	£19,409	Band 4	< 1 year	£20,150	£21,089	£21,892
	12	£19,852		1-2 years	£20,150	£21,089	£21,892
	13	£20,551		2-3 years	£20,859	£21,089	£21,892
	14	£21,263		3-4 years	£21,582	£21,819	£24,157
	15	£21,909		4-5 years	£22,238	£22,482	£24,157
	16	£22,128		5-6 years	£22,460	£22,707	£24,157
TOP	17	£22,683		6+ years	£23,363	£23,761	£24,157
Band 5	16	£22,128	Band 5	< 1 year	£23,023	£24,214	£24,907
	17	£22,683		1-2 years	£23,023	£24,214	£24,907
	18	£23,597		2-3 years	£23,951	£24,214	£26,970
	19	£24,547		3-4 years	£24,915	£26,220	£26,970
	20	£25,551		4-5 years	£25,934	£26,220	£27,416
	21	£26,565		5-6 years	£26,963	£27,260	£27,416
	22	£27,635		6-7 years	£28,050	£28,358	£30,615
TOP	23	£28,746		7+ years	£29,608	£30,112	£30,615
Band 6	21	£26,565	Band 6	< 1 year	£28,050	£30,401	£31,365
	22	£27,635		1-2 years	£28,050	£30,401	£31,365
	23	£28,746		2-3 years	£29,177	£30,401	£33,176
	24	£29,626		3-4 years	£30,070	£32,525	£33,176
	25	£30,661		4-5 years	£31,121	£32,525	£33,176
	26	£31,696		5-6 years	£32,171	£32,525	£33,779
	27	£32,731		6-7 years	£33,222	£33,587	£33,779
	28	£33,895		7-8 years	£34,403	£34,782	£37,890

TOP	29	£35,577		8+ years	£36,644	£37,267	£37,890
Band 7	26	£31,696	Band 7	< 1 year	£33,222	£37,570	£38,890
	27	£32,731		1-2 years	£33,222	£37,570	£38,890
	28	£33,895		2-3 years	£34,403	£37,570	£40,894
	29	£35,577		3-4 years	£36,111	£37,570	£40,894
	30	£36,612		4-5 years	£37,161	£38,765	£40,894
	31	£37,777		5-6 years	£38,344	£38,765	£41,723
	32	£39,070		6-7 years	£39,656	£40,092	£41,723
	33	£40,428		7-8 years	£41,034	£41,486	£44,503
TOP	34	£41,787		8+ years	£43,041	£43,772	£44,503
Band 8A	33	£40,428	Band 8A	< 1 year	£42,414	£44,606	£45,753
	34	£41,787		1-2 years	£42,414	£44,606	£45,753
	35	£43,469		2-3 years	£44,121	£44,606	£45,753
	36	£45,150		3-4 years	£45,827	£46,331	*£45,753
	37	£47,092		4-5 years	£47,798	£48,324	*£45,753
TOP	38	£48,514		5+ years	£49,969	£50,819	£51,668
Band 8B	37	£47,092	Band 8B	< 1 year	£49,242	£52,306	£53,168
	38	£48,514		1-2 years	£49,242	£52,306	£53,168
	39	£50,972		2-3 years	£51,737	£52,306	£53,168
	40	£53,818		3-4 years	£54,625	£55,226	*£53,168
	41	£56,665		4-5 years	£57,515	£58,148	*£53,168
TOP	42	£58,217		5+ years	£59,964	£60,983	£62,001
Band 8C	41	£56,665	Band 8C	< 1 year	£59,090	£61,777	£63,751
	42	£58,217		1-2 years	£59,090	£61,777	£63,751
	43	£60,202		2-3 years	£61,105	£61,777	£63,751
	44	£63,021		3-4 years	£63,966	£64,670	*£63,751
	45	£67,247		4-5 years	£68,256	£69,007	*£63,751
TOP	46	£69,168		5+ years	£71,243	£72,597	£73,664

Band 8D	45	£67,247	Band 8D	< 1 year	£70,206	£73,936	£75,914
	46	£69,168		1-2 years	£70,206	£73,936	£75,914
	47	£72,051		2-3 years	£73,132	£73,936	£75,914
	48	£75,573		3-4 years	£76,707	£77,550	*£75,914
	49	£79,415		4-5 years	£80,606	£81,493	*£75,914
TOP	50	£83,258		5+ years	£85,333	£86,687	£87,754
Band 9	49	£79,415	Band 9	< 1 year	£84,507	£89,537	£91,004
	50	£83,258		1-2 years	£84,507	£89,537	£91,004
	51	£87,254		2-3 years	£88,563	£89,537	£91,004
	52	£91,442		3-4 years	£92,814	£93,835	*£91,004
	53	£95,832		4-5 years	£97,269	£98,339	*£91,004
TOP	54	£100,431		5+ years	£102,506		

2. This pay scale should be read in conjunction with part 2 - section 1: Pay structure (England)

3. In year 2020/21, additional monthly consolidated cash payments will be paid to these points in bands 8 and 9. See table 10(b) - One off consolidated cash payments to specific points in Bands 8a, 8b, 8c, 8d and 9 for 2020/21.

4. Existing staff will retain their existing incremental date (pay step date) throughout transition. On their pay step date it is expected that all staff will move to the next pay point reflecting their additional complete year of experience (if they have not already benefited from deletion of a pay point). Where employers have arrangements in place as a result of the 2013 changes, progression can be withheld where staff are not meeting the required standards.

From 1 April 2018

5. From 1 April 2018, points will be removed from the bottom of the pay band in order to start the process of removing the overlaps between bands. For 2018/19 the bottom overlap point is removed from each band, the exception being band 2 where the bottom three points have been removed. The restructuring of band 1 is complete from 1 April 2018.

6. Band 1 will close to new starters from 1 December 2018.

7. Further substantive pay points are removed from the pay structure on 1 April 2019 and 1 April 2020.

8. A minimum rate of £17,460 is introduced from 1 April 2018.

9. From 1 April 2018 the top pay points in band 2 - 8c have been increased by three per cent. The top pay points in bands 8d and 9 have been increased by the monetary value of the increase to band 8c.

10. Where the table shows duplicate values within the same pay band, this indicates that pay points have been removed.

From 1 April 2019

Table 10 (a) - One off non-consolidated cash payments for 19/20

Top of Band	Years of experience	2019/20
Band 2	7	£209
Band 3	7	£229
Band 4	7	£261
Band 5	8	£331
Band 6	9	£410
Band 7	9	£481
Band 8A	6	£559
Band 8B	6	£671

Band 8C	6	£799
Band 8D	6	£799
Band 9	6	£799

11. From 1 April 2019 further restructuring of the pay bands will take place. Two further points will be removed from the bottom of band 3, one point will be removed from the bottom of band 4, two points will be removed from the bottom of Band 5, three points will be removed from the bottom of band 6 and band 7, and one point will be removed from the bottom of Bands 8a – 9.

12. The top pay point in band 2-8c will be increased by 1.7 per cent. The top pay points in bands 8d and 9 will be increased by the monetary value of the increase to band 8c.

13. Where the table shows duplicate values within the same pay band, this indicates that pay points have been removed.

14. Staff employed on the top pay point in their pay band on 31 March 2019 shall receive a one off non-consolidated cash lump sum in their April 2019 pay. The value of this lump sum for staff on bands 2 – 8c will be 1.1 per cent of the value of the top pay point in the individual's pay band. For staff on bands 8d and 9 the non-consolidated lump sum will be the same value as that given to band 8c.

From 1 April 2020

15. From 1 April 2020 further restructuring of the pay bands will take place.

16. One further point will be removed from the bottom of band 2, two further points will be removed from the bottom of band 3, and three further points will be removed from the bottom of Band 4. The restructuring of band 2-4 will be complete from 1 April 2020.

17. One further point will be removed from the bottom of band 5, 6 and 7. From 1 April 2020 these bands will have 4 unique points, but one point in each band will be a transitional point, which will cease to exist on 1 April 2021. For band 5, 6 and 7, the restructuring of these bands will be complete on 1 April 2021, when the transitional points are removed.

18. Two further points are removed from the bottom of band 8a – 9. The restructuring of band 8a-9 will be complete from 1 April 2020.

19. The top pay points in band 2-8c will be increased by 1.67 per cent. The top pay points in bands 8d and 9 will be increased by the monetary value of the increase to band 8c.

20. Where the table shows duplicate values within the same pay band, this indicates that pay points have been removed.

21. Staff on the following transitional pay points on 31 March 2021 will move to the next pay point up on 1 April 2021:

- £27,416 (Band 5)
- £33,779 (Band 6)
- £41,723 (Band 7)

22. Salary points in Table 10 denoted with an asterisk will, in pay year 2020/21, receive additional one off consolidated payments set out in Table 10 (b) in 2020/21. These will be paid in monthly instalments and pro-rata to the date of the individual moving to the denoted salary points.

Table 10 (b) - One off consolidated cash payments to specific points in Bands 8a, 8b, 8c, 8d and 9.

Band	Years of experience	Basic pay as per the pay structure in 2020/21	One off consolidated payments (paid in monthly instalments pro-rata) in 2020/21	Total pay in 2020/21 for existing staff
8a	4	45,753	765	46,518
	5	45,753	2,766	48,519
8b	4	53,168	2,282	55,450
	5	53,168	5,215	58,383
8c	4	63,751	1,180	64,931
	5	63,751	5,534	69,285
8d	4	75,914	1,949	77,863
	5	75,914	5,907	81,821
9	4	91,004	3,209	94,213
	5	91,004	7,732	98,736