

## Annex 2: Pay bands and pay points on the second pay spine in England

- Table 10

|                |                         |   |                                |   |                       |
|----------------|-------------------------|---|--------------------------------|---|-----------------------|
| <b>Band 1*</b> | £18,546                 |   |                                |   |                       |
|                |                         |   |                                |   |                       |
|                | <b>Entry step point</b> | <b>Years until eligible for pay progression</b> | <b>Top step point</b>          |   |                       |
| <b>Band 2</b>  | £18,546                 | 2   | £19,918                        |   |                       |
| <b>Band 3</b>  | £20,330                 | 2   | £21,777                        |   |                       |
| <b>Band 4</b>  | £22,549                 | 3   | £24,882                        |   |                       |
|                |                         |   |                                |   |                       |
|                | <b>Entry step point</b> | <b>Years until eligible for pay progression</b> | <b>Intermediate step point</b> | <b>Years until eligible for pay progression</b> | <b>Top step point</b> |
| <b>Band 5</b>  | £25,655                 | 2   | £27,780                        | 2   | £31,534               |
| <b>Band 6</b>  | £32,306                 | 2   | £34,172                        | 3   | £39,027               |
| <b>Band 7</b>  | £40,057                 | 2   | £42,121                        | 3   | £45,839               |
|                |                         |   |                                |   |                       |
|                | <b>Entry step point</b> | <b>Years until eligible for pay progression</b> | <b>Top step point</b>          |   |                       |
| <b>Band 8a</b> | £47,126**               | 5   | £53,219                        |   |                       |
| <b>Band 8b</b> | £54,764**               | 5   | £63,862                        |   |                       |
| <b>Band 8c</b> | £65,664**               | 5   | £75,874                        |   |                       |
| <b>Band 8d</b> | £78,192**               | 5   | £90,387                        |   |                       |
| <b>Band 9</b>  | £93,735**               | 5   | £108,075                       |   |                       |

- \* Band 1 is closed to new entrants.
- \*\* The continuation of the temporary consolidated payments will apply only to those already in receipt of it as at 31 March 2021.

- 1. This pay scale should be read in conjunction with [Part 2 - Section 1: Pay Structure \(England\)](#)
- **From 1 April 2021**
- 2. Staff on the following transitional pay points on 31 March 2021 will automatically move to the top step pay point of their pay band on 1 April 2021:
  - £27,416 (Band 5)
  - £33,779 (Band 6)
  - £41,723 (Band 7)

**Bands 8-9 consolidated payment - temporary arrangements**

3. Where staff were in receipt of a consolidated payment as at the 31 March 2021, these payments will continue for 2021/22 as set out in Table 10 (a).

4. Staff who were not in receipt of these payments on 31 March 2021 will not be eligible to receive these from 1 April 2021 onwards.

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

| <b>Band</b> | <b>Years of experience (as at 31 March 2021)*</b> | <b>Basic pay as per the pay structure</b> | <b>One off consolidated payments (paid in monthly instalments pro-rata)</b> | <b>Total pay for existing staff</b> |
|-------------|---|---|---|-------------------------------------|
| 8a          | 4   | 47,126                                    | 788   | 47,914                              |
|             | 5   | 47,126                                    | 2,849   | 49,975                              |
| 8b          | 4   | 54,764                                    | 2,350   | 57,114                              |
|             | 5   | 54,764                                    | 5,371   | 60,135                              |
| 8c          | 4   | 65,664                                    | 1,215   | 66,879                              |
|             | 5   | 65,664                                    | 5,700   | 71,364                              |
| 8d          | 4   | 78,192                                    | 2,007   | 80,199                              |
|             | 5   | 78,192                                    | 6,084   | 84,276                              |
| 9           | 4   | 93,735                                    | 3,305   | 97,040                              |
|             | 5   | 93,735                                    | 7,964   | 101,699                             |

\*In some cases, years of experience will not align with the pay point, as the assimilation process does not consider actual historical experience.

For further information refer to [FAQ 2.9](#).

**Amendment number 44: NHS Pay Advisory Notice 02/2021**