

**PAY SCALES FOR NURSES AND MIDWIVES – 1 APRIL 2005**

**APPENDIX 11**

**ANNEX 1**

**Pay Range for Nurse, Midwife and Health Visitor Consultants**

**1 April 2005**

<b>Point 1</b>	
<b>Point 2</b>	
<b>Point 3</b>	
<b>Point 4</b>	<b>37,331</b>
<b>Point 5</b>	<b>38,482</b>
<b>Point 6</b>	<b>39,664</b>
<b>Point 7</b>	<b>40,851</b>
<b>Point 8</b>	<b>42,033</b>
<b>Point 9</b>	<b>43,231</b>
<b>Point 10</b>	<b>44,474</b>
<b>Point 11</b>	<b>45,760</b>
<b>Point 12</b>	<b>47,076</b>
<b>Point 13</b>	<b>48,454</b>
<b>Point 14</b>	<b>49,853</b>
<b>Point 15</b>	<b>51,344</b>

NURSING AND MIDWIFERY STAFFS' PAY SCALES EFFECTIVE FROM 1 APRIL 2005 - CLINICAL  
GRADING STRUCTURE

Standard Payroll System Code	Pay Grade Title/Scale	Min	Incremental Points							Pay Spine	
			1	2	3	4	5	6	7		Points
		£	£	£	£	£	£	£			
NP06	Scale A	Point 3 10710	11086	11463	11840	12217	12604	13022	S/NVQ II (a)13445		3 to 10
NP16	Scale B	Point 8 12604	13022	13445	13889	14348	S/NVQ III (b)14833			8 to 13	
NP21	Scale C	Point 12 14348	14833	15355	15902	16459	17027	17610		12 to 18	
NP26 NP31	Scale D	Point 18 17610	18204	18818	19437					18 to 21	
NP36	Scale E	Point 20 18818	19437	20129	20872	21791	22725			20 to 25	
NP 39	Midwifery Scale	18818	20872	21791	22725	22725	23675	24629	25584	26064	
NP41	Scale F	Point 23 20872	21791	22725	23675	24629	25584	26064		23 to 29	
NP43	Scale F Disc	26539*	27024*								
NP46 NP48	Scale G Scale G Disc	Point 27 24629 29471*	25584 26539 29971*	26539	27509	28480	28975			27 to 32	
NP51 NP53	Scale H Scale H Disc	Point 30 27509 32480*	28480 29471 32991*	29471	30467	31463	31974			30 to 35	
NP61 NP56	<b>Scale H Modern Matron</b>	<b>27509</b>	<b>28480</b>	<b>29471</b>	<b>30467</b>	<b>31463</b>	<b>32991</b>				
NP57	Scale I Scale I Disc	Point 33 30467 35530*	31463 32480 36046*	32480	33502	34534	35014			33 to 38	
NP65	<b>Scale I Modern Matron</b>	<b>30467</b>	<b>31463</b>	<b>32480</b>	<b>33502</b>	<b>34534</b>	<b>36046</b>				

- Pay code NP 26 should be assigned to second level (enrolled) nurses, and pay code NP31 to first level (registered) nurses including nurses holding the certificate of the British Thoracic Association. This information is required for manpower planning purposes.
- Starred\* points shown in italics are discretionary points
- Pay code NP39 - midwifery agreement promulgated in A/L (NM) 1/2001 – (Appendix 11) – For new starters from 1 April 2002
- Points shown as (a) & (b) are additional increments at the top of grades A and B for staff who have achieved ‘CARE’ S/NVQ’s and should be awarded as set out in paras 7&8 of A/L (NM) 1/2002. Pay code NP07 should be assigned to Grade A and NP17 assigned to Grade B.
- A parallel two grade structure is shown (in bold) for staff at grades H and I who take on the role of “Modern Matron”

**APPENDIX 2  
PART 1  
SECTION III  
England**

**NURSING AND MIDWIFERY STAFFS' PAY SCALES EFFECTIVE FROM 1 APRIL 2005  
EDUCATION STAFF**

Standard Payroll System Code	Pay Grade Title/Scale	Min	Incremental Points				Pay Spine
			1	2	3	4	
		£	£	£	£	£	Points
NR01	Grade 1	Point 1 27608	28552	29502	30462	31463	1 to 5
NR11	Grade 2	Point 4 30462	31463	32464	33466	34580	4 to 8
NR21	Grade 3	Point 7 33466	34580	35798	37073	38358	7 to 11
NR31	Grade 4	Point 10 37073	38358	39742	41125	42570	10 to 14
NR41	Grade 5	Point 13 41125	42570	44031	45491	46993	13 to 17
NR51	Grade 6	Point 16 45491	46993	48516	50111	51705	16 to 20
NR61	Grade 7	Point 19 50111	51705	53305	54905	56516	19 to 23

**APPENDIX 2  
PART 1  
SECTION IV  
England**

**NURSING AND MIDWIFERY STAFFS' PAY SCALES EFFECTIVE FROM 1 APRIL 2005 - DAY NURSERY STAFF AND STAFF IN GROUP A AND B ESTABLISHMENTS**

Standard Payroll System Code	Pay Grade Title	Min	Incremental Points							
			1	2	3	4	5	6	7	8
		£	£	£	£	£	£	£	£	£
<b>DAY NURSERY STAFF</b>										
NM11	Day nursery assistant	10710	11086	11463	11840	12217	12604	13022		
NM21	Staff nursery nurse NNEB (SNNEB Scotland)	12119	12444	12800	13161	13522	13889			
NM41	Day nursery deputy matron Under 60 places (b)	14219	14694	15174	15670	16175	16681	17192	17703	
NM51	60 or more places (a)	14390	14880	15375	15871	16366	16862	17357	17853	
NM61	Day nursery matron Under 30 places (c)	15174	15670	16175	16681	17192	17703	18214	18725	19236
NM71	30 to 59 places (b)	15375	15871	16366	16862	17357	17853	18353	18870	19386
NM81	60 or more places (a)	15670	16175	16681	17192	17703	18214	18725	19236	19747
<b>GROUP A AND B ESTABLISHMENTS</b>										
NN31	Enrolled nurse A/B	13915	14441	14968	15499	16046	16593	17141		
NN41	Staff nurse A	16124	16697	17270	17848	18426	19004			
NN51	Special school nurse B	17858	18751	19649	20552	21455	22359			
NN61	Senior special school nurse B	19830	20939	22059	23179	24304	25429	26560		
NN71	Sister A	19830	20939	22059	23179	24304	25429	26560		
NN01	Assistant matron A	21734	22704	23675	24650	25626	26606			
NN11	Matron A Under 200 beds (b)	22090	23060	24031	25017	26002	26988			
NN21	200 beds & over (a)	22328	23293	24263	25233	26214	27200			

**LEADS AND ALLOWANCES - SEE SECTION 5 \***  
**with effect from 1 April 2005**

			Handbook paragraph(s) Reference
<b>Stand-by -</b>	Overnight	£ 20.45	5.16
	weekend - per period	£ 27.80	
	statutory/public holiday - per period..	£ 35.49	
<b>On-call</b>	Overnight	£ 10.20	5.17-5.20
	weekend - per period	£ 15.23	
	Statutory/public holiday - per period	£ 20.45	
<b>Psychiatric Lead</b>		£ 619 pa	5.27-5.28
<b>Geriatric Lead</b>		£ 189 pa	5.29-5.30
<b>RSU Special Allowance</b>		£ 1,446 pa	5.31-5.33
<b>Miscellaneous Allowances:</b>			
	Treatment of STD allowance	4%	5.38
	Offshore Islands' allowance	4%	5.39
	Blood Transfusion Centres - Team Leader allowance	10%	5.40
	Nursing of highly infectious Communicable Diseases allowance	1.5 x basic salary	5.41
	Initial Expenses allowance	£61	5.43

\* Leads and Allowances are not payable to staff in the Senior Nurse/Senior Midwife Structure  
(See Paragraph 8 of Appendix 5)

**LEADS AND ALLOWANCES - SEE SECTION 5 \***

**With effect from 1 April 2005**

	Handbook paragraph(s) Reference
<b>London Allowance</b>	5.34-5.36
<b>Inner London:-</b>	
All staff in clinical grading structure – grades A to I and consultant grade posts	£3,552 pa
<b>Outer London</b>	£2,775 pa
<b>Fringe Zone</b>	£777 pa
<b>Extra-territorially managed and contiguous units – Inner &amp; Outer London</b>	£1,625 pa
<b>Extra-territorially managed and contiguous units – Fringe Zone</b>	£1,197 pa

\* London Allowance is not payable to staff in the Senior Nurse/Senior Midwife structure (see paragraph 8 of Appendix 5)