

**Band 1 – 9: structural
reform over the three year
deal**

How Band 1 will be reformed over the three year deal

SALARY & YEARS OF EXPERIENCE (YoE)

	CURRENT POSITION	YEAR 1 (2018/19)	YEAR 2 (2019/20)	YEAR 3 (2020/21)	YEAR 4 (2021/22)																		
	2 unique pay points	1 unique pay point	1 unique pay point	1 unique pay point	<p>The upskilling of Band 1 roles to band 2 roles is to be completed by 31 March 2021</p>																		
	<table border="1"> <thead> <tr> <th>SALARY (£)</th> <th>YoE</th> </tr> </thead> <tbody> <tr> <td>15,404</td> <td>< 1 year</td> </tr> <tr> <td>15,671</td> <td>> 1 year</td> </tr> </tbody> </table>	SALARY (£)	YoE	15,404		< 1 year	15,671	> 1 year	<table border="1"> <thead> <tr> <th>SALARY (£)</th> <th>YoE</th> </tr> </thead> <tbody> <tr> <td>17,460</td> <td>Spot salary</td> </tr> </tbody> </table>	SALARY (£)	YoE	17,460	Spot salary	<table border="1"> <thead> <tr> <th>SALARY (£)</th> <th>YoE</th> </tr> </thead> <tbody> <tr> <td>17,652</td> <td>Spot salary</td> </tr> </tbody> </table>	SALARY (£)	YoE	17,652	Spot salary	<table border="1"> <thead> <tr> <th>SALARY (£)</th> <th>YoE</th> </tr> </thead> <tbody> <tr> <td>18,005</td> <td>Spot salary</td> </tr> </tbody> </table>	SALARY (£)	YoE	18,005	Spot salary
SALARY (£)	YoE																						
15,404	< 1 year																						
15,671	> 1 year																						
SALARY (£)	YoE																						
17,460	Spot salary																						
SALARY (£)	YoE																						
17,652	Spot salary																						
SALARY (£)	YoE																						
18,005	Spot salary																						





How Band 2 will be reformed over the three year deal

	CURRENT POSITION	YEAR 1 (2018/19)	YEAR 2 (2019/20)	YEAR 3 (2020/21)
	7 unique pay points	3 unique pay points	3 unique pay points	2 unique pay points
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	SALARY (£)	SALARY (£)	SALARY (£)
	YoE	YoE	YoE	YoE
	15,404	17,460	17,652	18,005
	15,671			< 1 year - 5 years
	16,104	17,787	17,983	19,337
	16,536			
	16,968	18,702	19,020	
	17,524			> 6 years
18,157				



Salary values for year 4 are not shown. It is expected the pay award in year 4 will be determined by the normal NHS Pay Review Body process.

How Band 3 will be reformed over the three year deal

	CURRENT POSITION		YEAR 1 (2018/19)		YEAR 2 (2019/20)		YEAR 3 (2020/21)	
	7 unique pay points		6 unique pay points		4 unique pay points		2 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	16,968	< 1 year	17,787	< 1 year - 2 years	18,813	< 1 year - 4 years	19,737	< 1 - 2 years
	17,524	1 - 2 years		21,142			> 2 years	
	18,157	2 - 3 years	18,429					2 - 3 years
	18,333	3 - 4 years	18,608	3 - 4 years				
	18,839	4 - 5 years	19,122	4 - 5 years	19,332	4 - 5 years		
	19,409	5 - 6 years	19,700	5 - 6 years	19,917	5 - 6 years		
	19,852	> 6 years	20,448	> 6 years	20,795	> 6 years		

Salary values for year 4 are not shown. It is expected the pay award in year 4 will be determined by the normal NHS Pay Review Body process.

How Band 4 will be reformed over the three year deal

	CURRENT POSITION		YEAR 1 (2018/19)		YEAR 2 (2019/20)		YEAR 3 (2020/21)	
	7 unique pay points		6 unique pay points		5 unique pay points		2 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	19,409	< 1 year	20,150	< 1 year - 2 years	21,089	< 1 year - 3 years	21,892	< 1 year - 3 years
	19,852	1 - 2 years	20,859	2 - 3 years	21,819	3 - 4 years	24,157	> 3 years
	20,551	2 - 3 years	21,582	3 - 4 years	22,482	4 - 5 years		
	21,263	3 - 4 years	22,238	4 - 5 years	22,707	5 - 6 years		
	21,909	4 - 5 years	22,460	5 - 6 years	23,761	> 6 years		
	22,128	5 - 6 years	23,363	> 6 years				
	22,683	> 6 years						

Salary values for year 4 are not shown. It is expected the pay award in year 4 will be determined by the normal NHS Pay Review Body process.

How Band 5 will be reformed over the three year deal

SALARY & YEARS OF EXPERIENCE (YoE)	CURRENT POSITION		YEAR 1 (2018/19)		YEAR 2 (2019/20)		YEAR 3 (2020/21)		YEAR 4 (2021/22)	
		8 unique pay points		7 unique pay points		5 unique pay points		4 unique pay points (3 plus 1 transitional point)		3 unique pay points
	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	22,128	< 1 year	23,023	< 1 year - 2 years	24,214	< 1 year-3 years	24,907	< 1 year - 2 years	Entry step point	< 1 year - 2 years
	22,683	1 - 2 years	23,951	2 - 3 years	26,220	3 - 5 years	26,970	2 - 4 years	Mid step point	2 - 4 years
	23,597	2 - 3 years	24,915	3 - 4 years	27,260	5 - 6 years	27,416*	4 - 6 years	Top step point	> 5 years
	24,547	3 - 4 years	25,934	4 - 5 years	28,358	6 - 7 years	30,615	6 - >7 years		
	25,551	4 - 5 years	26,963	5 - 6 years	30,112	> 7 years				
	26,565	5 - 6 years	28,050	6 - 7 years						
	27,635	6 - 7 years	29,608	> 7 years						
	28,746	> 7 years								



*** Transitional point effective only in year 3 (2020/21). This will be removed in year 4 (2021/22)**

Salary values for year 4 are not shown. It is expected the pay award in year 4 will be determined by the normal NHS Pay Review Body process.

How Band 6 will be reformed over the three year deal

	CURRENT POSITION		YEAR 1 (2018/19)		YEAR 2 (2019/20)		YEAR 3 (2020/21)		YEAR 4 (2021/22)	
	9 unique pay points		8 unique pay points		5 unique pay points		4 unique pay points (3 plus 1 transitional point)		3 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	Point	YoE
	26,565	< 1 year	28,050	< 1 - 2 years	30,401	< 1 year - 3 years	31,365	< 1 - 2 years	Entry point	< 1 year - 2 years
	27,635	1 - 2 years	29,177	2 - 3 years	32,525	3 - 6 years	33,176	2 - 5 years	Mid point	2 - 4 years
	28,746	2 - 3 years	30,070	3 - 4 years	33,587	6 - 7 years	33,779	5 - 7 years	Top point	> 5 years
	29,626	3 - 4 years	31,121	4 - 5 years	34,782	7 - 8 years	37,890	> 7 years		
	30,661	4 - 5 years	32,171	5 - 6 years	37,267	> 8 years				
	31,696	5 - 6 years	33,222	6 - 7 years						
	32,731	6 - 7 years	34,403	7 - 8 years						
	33,895	7 - 8 years	36,644	> 8 years						
	35,577	> 8 years								

Transitional point effective only in year 3 (2020/21). This will be removed in year 4 (2021/22)

Salary values for year 4 are not shown. It is expected the pay award in year 4 will be determined by the normal NHS Pay Review Body process.

How Band 7 will be reformed over the three year deal

	CURRENT POSITION		YEAR 1 (2018/19)		YEAR 2 (2019/20)		YEAR 3 (2020/21)		YEAR 4 (2021/22)	
	9 unique pay points		8 unique pay points		5 unique pay points		4 unique pay points (3 plus 1 transitional point)		3 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	Point	YoE
	31,696	< 1 year	33,222	< 1 year - 2 years	37,570	< 1 year - 4 years	38,890	< 1 year - 2 years	Entry Point	< 1 - 2 years
	32,731	1 - 2 years	34,403	2 - 3 years	38,765	4 - 6 years	40,894	2 - 5 years	Mid Point	2 - 5 years
	33,895	2 - 3 years	36,111	3 - 4 years	40,092	6 - 7 years	41,723	5 - 7 years	Top Point	> 5 years
	35,577	3 - 4 years	37,161	4 - 5 years	41,486	7 - 8 years	44,503	> 7 years		
	36,612	4 - 5 years	38,344	5 - 6 years	43,772	> 8 years				
	37,777	5 - 6 years	39,656	6 - 7 years						
	39,070	6 - 7 years	41,034	7 - 8 years						
	40,428	7 - 8 years	43,041	> 8 years						
	41,787	> 8 years								

Transitional point effective only in year 3 (2020/21). This will be removed in year 4 (2021/22)

Salary values for year 4 are not shown. It is expected the pay award in year 4 will be determined by the normal NHS Pay Review Body process.

How Band 8A will be reformed over the three year deal

	CURRENT POSITION		YEAR 1 (2018/19)		YEAR 2 (2019/20)		YEAR 3 (2020/21)	
	6 unique pay points		5 unique pay points		4 unique pay points		2 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	40,428	< 1 year	42,414	< 1 year - 2 years	44,606	< 1 year - 3 years	45,753	< 1 year - 5 years
	41,787	1 - 2 years		2 - 3 years		3 - 4 years		
	43,469	2 - 3 years	45,827	3 - 4 years	46,331	3 - 4 years		
	45,150	3 - 4 years	47,798	4 - 5 years	48,324	4 - 5 years		
	47,092	4 - 5 years	49,969	> 5 years	50,819	> 5 years		
	48,514	> 5 years					51,668	> 5 years



Salary values for year 4 are not shown. It is expected the pay award in year 4 will be determined by the normal NHS Pay Review Body process.

How Band 8B will be reformed over the three year deal

	CURRENT POSITION		YEAR 1 (2018/19)		YEAR 2 (2019/20)		YEAR 3 (2020/21)	
	6 unique pay points		5 unique pay points		4 unique pay points		2 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	47,092	< 1 year	49,242	< 1 year - 2 years	52,306	< 1 year - 3 years	53,168	< 1 year - 5 years
	48,514	1 - 2 years		51,737		2 - 3 years		
	50,972	2 - 3 years	54,625		3 - 4 years	58,148		
	53,818	3 - 4 years		57,515	4 - 5 years			
	56,665	4 - 5 years	59,964		> 5 years	62,001		
	58,217	> 5 years						

Salary values for year 4 are not shown. It is expected the pay award in year 4 will be determined by the normal NHS Pay Review Body process.

How Band 8C will be reformed over the three year deal

	CURRENT POSITION		YEAR 1 (2018/19)		YEAR 2 (2019/20)		YEAR 3 (2020/21)	
	6 unique pay points		5 unique pay points		4 unique pay points		2 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	56,665	< 1 year	59,090	< 1 year - 2 years	61,777	< 1 year - 3 years	63,751	< 1 year - 5 years
	58,217	1 - 2 years		61,105		2 - 3 years		
	60,202	2 - 3 years	63,966		3 - 4 years	69,007		
	63,021	3 - 4 years	68,256	4 - 5 years	71,243*			
	67,247	4 - 5 years	72,597*	> 5 years		73,664*		
	69,168	> 5 years						

Salary values for year 4 are not shown. It is expected the pay award in year 4 will be determined by the normal NHS Pay Review Body process.

* Annually retained step points (5% or 10% at risk)

How Band 8D will be reformed over the three year deal

	CURRENT POSITION		YEAR 1 (2018/19)		YEAR 2 (2019/20)		YEAR 3 (2020/21)	
	6 unique pay points		5 unique pay points		4 unique pay points		2 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	67,247	< 1 year	70,206	< 1 year - 2 years	73,936	< 1 year - 3 years	75,914	< 1 year - 5 years
	69,168	1 - 2 years		73,132		2 - 3 years		
	72,051	2 - 3 years	76,707		3 - 4 years	81,493		
	75,573	3 - 4 years	80,606	4 - 5 years	86,687*			
	79,415	4 - 5 years	85,333*	> 5 years		87,754*		
	83,258	> 5 years						

Salary values for year 4 are not shown. It is expected the pay award in year 4 will be determined by the normal NHS Pay Review Body process.

Annually retained step points (5% or 10% at risk)

How Band 9 will be reformed over the three year deal

	CURRENT POSITION		YEAR 1 (2018/19)		YEAR 2 (2019/20)		YEAR 3 (2020/21)	
	6 unique pay points		5 unique pay points		4 unique pay points		2 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	79,415	< 1 year	84,507	< 1 year - 2 years	89,537	< 1 year - 3 years	91,004	< 1 year - 5 years
	83,258	1 - 2 years		88,563		2 - 3 years		
	87,254	2 - 3 years	92,814		3 - 4 years	98,339		
	91,442	3 - 4 years	97,269	4 - 5 years	103,860*			
	95,832	4 - 5 years	102,506*	> 5 years		104,927*		
	100,431	> 5 years						

Salary values for year 4 are not shown. It is expected the pay award in year 4 will be determined by the normal NHS Pay Review Body process.

Annually retained step points (5% or 10% at risk)