

## Pay progression: All staff until 31 March 2021 (during transition)

### Example

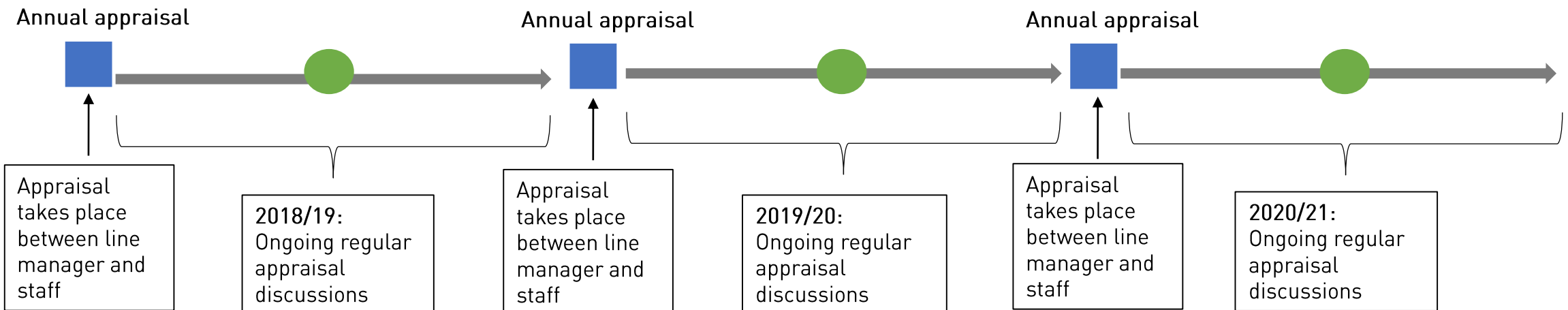
This example shows the pay progression journey for both new and existing staff during the transitional arrangements:

- For all staff who were in post before 1 April 2019, current organisational pay progression procedures will continue to apply until 31 March 2021.
- New starters or those promoted to a new role on or after 1 April 2019 will be subject to the arrangements contained within annex 23.

The [pay journey tool](#) details how the basic pay of individual staff (new and existing) in England will change during the transitional period to the new pay system. The tool includes details for both new and existing staff, so ensure you click on the relevant button.

During transition staff may receive a combination of annual pay award and incremental progression. Where pay points are removed from the pay structure in April of each year, staff may move to the next available point immediately rather than on their incremental date.

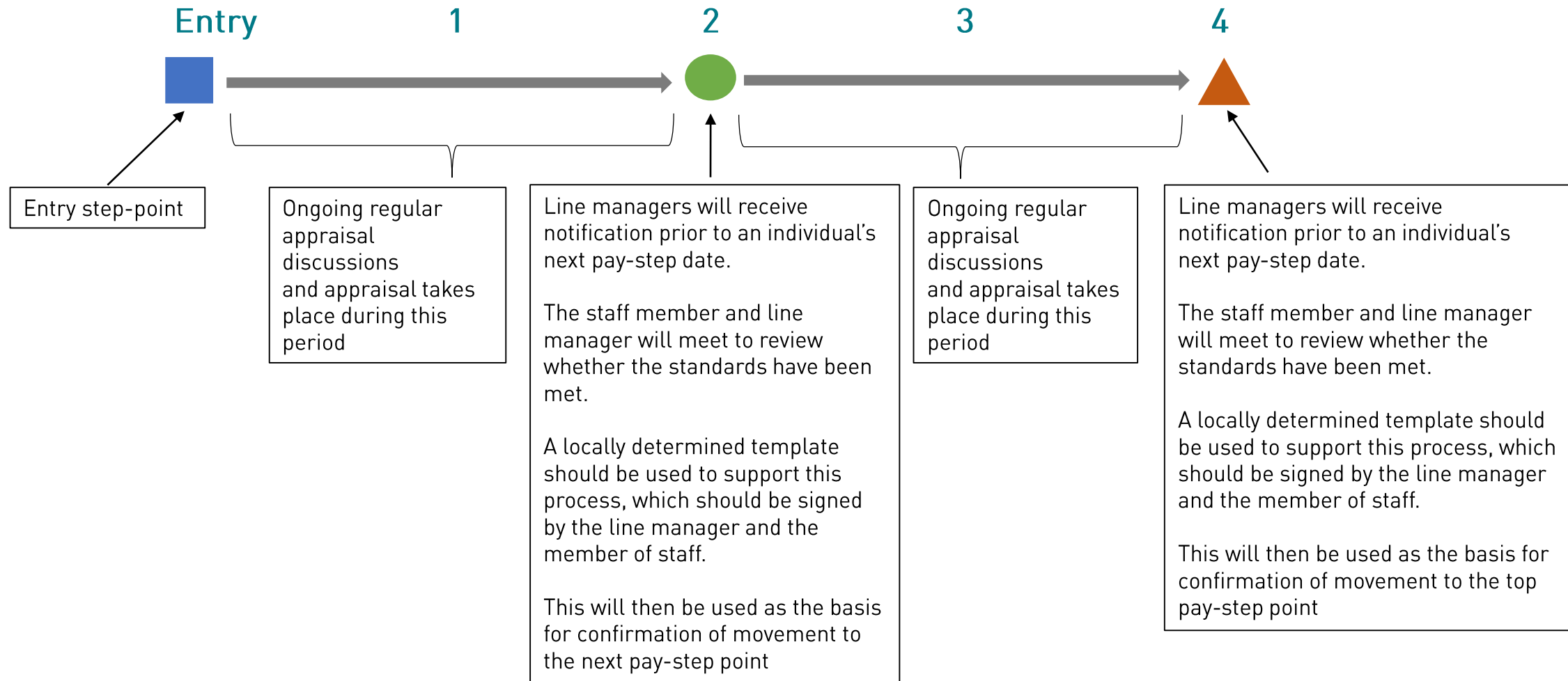
Appraisals will continue to take place on an annual basis for all, with current organisational pay progression procedures continuing to apply until 31 March 2021 for all staff who were in post before 1 April 2019.



## Pay progression: New staff from 1 April 2019 and all staff from 1 April 2021

### Example: Band 5

### Number of years progression





# Pay structure for new staff from 1 April 2019 and all staff from 1 April 2021

## Number of years progression

