

What to expect from August payslips

At the end of June, the NHS Staff Council ratified the new pay, terms and conditions and pay restructuring deal. This deal went live from 1 July with all pay points being uplifted to new values in July pay packets.

Employers will now be calculating, and paying, any back pay owed for April, May, and June 2018. This amount is the difference between the 2017/18 rates which only applied until 31 March 2018, and the new 2018/19 rate.

Things to look out for on August payslips

A mock payslip is shown on the next page with the following areas highlighted:

- The SAL/WAGE box, which highlights basic salary, will have been uplifted from the 2017/18 values to the 2018/19 values in July's pay.
- The incremental date, marked INC. DATE, highlights when staff will move to the next pay point. Staff may have already had their increment in April-July. If staff are not already receiving their full salary for year one of the reformed structure, they will receive it from their incremental date.
- Backpay will appear as separate lines in the pay and allowances section of payslips. Backpay will have the description Arrs which stands for Arrears.

Back pay will include an amount for unsocial hours and other enhancements linked to basic pay (where worked) for April - June, as payments for these months were calculated on the old basic pay rates. From 1 July onwards, the unsocial hours percentage rates change for bands 1-3, but shifts worked before 1 July will be paid at the previous percentage rates.

Deductions

If pay has increased either permanently because of the pay uplift, or temporarily because of backpay for example, staff may have more pay deducted in tax and national insurance. Anyone who pays too much tax will be entitled to a refund through the usual process.

The three-year deal did not change any aspects of the NHS Pension Scheme. Contributions depend on pensionable pay, and if this increases above one of the set thresholds, staff will be required to pay a higher contribution towards their pension. This is the same as in previous years. As pensionable pay increases, staff will earn more benefits in the scheme and receive a higher pension in retirement.

Mock pay slip

ASSIGNMENT NUMBER xxxxxxx		EMPLOYEE NAME xxxxxxx		LOCATION xxxxx			
DEPARTMENT xxxxxxx		JOB TITLE xxxxxxx		PAYSCALE DESCRIPTION Review Body Band X			
NHS	SAL/WAGE xxxxxxx		INC. DATE xxxxxxx		STANDARD HRS. xxxxx	PT SAL/WAGE xxxxxxx	
	TAX OFFICE NAME xxxxxxx		TAX OFFICE REF xxxxxxx		TAX CODE xxxxx	NI NUMBER xxxxxxx	
PAY AND ALLOWANCES (- = MINUS AMOUNT)				DEDUCTIONS (R INDICATES REFUND)			
DESCRIPTION	WKD/EARNED	PAID/DUE	RATE	AMOUNT	DESCRIPTION	AMOUNT	BALANCE C/F
Basic Pay	xx	xxxxxxx	xx	xxxxxxx	PAYE	xx	
Night Duty EN	xx	xxxxxxx	xx	xxxxxxx	NI	xx	
Saturday EN	xx	xxxxxxx	xx	xxxxxxx	NHS Pension X.X%	xx	
Sunday EN	xx	xxxxxxx	xx	xxxxxxx			
Unsocial EN	xx	xxxxxxx	xx	xxxxxxx			
Basic Pay Arrs	xx	xxxxxxx	xx	xxxxxxx			
Night Duty EN Arrs	xx	xxxxxxx	xx	xxxxxxx			
Saturday EN Arrs	xx	xxxxxxx	xx	xxxxxxx			
Sunday EN Arrs	xx	xxxxxxx	xx	xxxxxxx			
Unsocial EN Arrs	xx	xxxxxxx	xx	xxxxxxx			
Year To Date Balances (This Employment Only)				This Period Summary			
GROSS PAY xx		TAXABLE PAY xx		PENSIONABLE PAY xx		TAXABLE PAY xxxx	
NI LETTER X		TAX PAID xx		TAX PERIOD xx		NON-TAXABLE PAY xxxx	
NI PAY xx		OTHER NI PAY		PREVIOUS TAXABLE PAY xx		FREQUENCY Monthly	
NI CONTS xx		OTHER NI CONTS		PREVIOUS TAX PAID xx		PERIOD END DATE xx	
PENSIONABLE PAY		PENSION CONTS xx		PAY DATE xx		TOTAL PAYMENTS xxxx	
SD REF NUMBER		EMPLOYEE NO. xx		PAY METHOD BACS		TOTAL DEDUCTIONS xxxx	
						NET PAY xxxx	

How will staff know what their pay will be?

NHS Employer's [online pay tool](#) shows exactly what basic pay value staff should receive, and when they should receive it, over the course of the three-year deal. The same information is [presented in additional ways](#) in other pay resources.

Employers and trade unions have jointly produced a factsheet showing the key [highlights of the deal](#). There is also a resource which details [how to follow a progression journey](#) over the course of the deal using the pay scales.