

**NHS terms and conditions**  
**Band 8 – 9 consolidated payments**

**Background**

At the November 2020 NHS Staff Council Executive meeting, it was agreed that the current pay arrangements for staff in bands 8 & 9 would continue from 1 April 2021, as they are, until the outcome of the 2021/22 pay award is known.

Once the detail of the pay award is known, the Department of Health and Social Care (DHSC) will confirm the NHS Staff Council's scope to agree an appropriate solution for staff who are currently in receipt of the consolidated payment.

A mechanism for protection will be required until staff impacted by this change are eligible to move to the top of their pay band. In some cases, this will be required for a further two years.

The FAQ below has been endorsed by the NHS Staff Council Executive.

**What happens to staff in bands 8a-9 who are currently receiving temporary consolidated payments but are not due to reach the top of their band until after 1 April 2021?**

For these staff, there is no substantive pay point in the new pay structure until they are eligible to progress to the top of the pay band. To ensure there is no detrimental impact, temporary consolidated payments are currently made in monthly instalments (pro-rata) and are subject to pension, tax and national insurance contributions. [Please see Annex 2, table 10 \(b\).](#)

It has been agreed that these payments will continue as is from the 1 April 2021, and once the pay outcome for 2021/22 is established, the position will be reviewed. The NHS Staff Council will assess and decide what needs to happen in the light of the uprated pay scales for 2021/22. As a minimum, the intention is that there will be no reduction in pay for these staff prior to them reaching the top of their pay band.

Further information will be issued when it becomes available.

**NHS Staff Council Executive**  
**March 2021**