

Reading the new pay scales

Pay points are now referred to by the years of experience that are required to attain that level of pay. The existing pay point numbers have been included for this year only, so people can understand how the pay values appear relative to the existing pay system.

The 2018 NHS Terms and Conditions of Service confirms a three-year deal for England and these pay scales (also shown in [Annex 2](#)) show the pay values for the next three years. Under the new pay system, instead of incremental progression, staff may stay on the same level of pay for a number of years. This is due to the fact there are less pay points.

To take band 4 as an example, a new member of staff in 2019/20 would expect to spend three years on the bottom point, and then reach the top point when they have a minimum of three years' experience.

**Previous Agenda for Change
Pay Values 17/18**

Band	Existing Paypoint Numbers	2017/18
Band 1	2	£15,404
	3	£15,671
Band 2	2	£15,404
	3	£15,671
	4	£16,104
	5	£16,536
	6	£16,968
	7	£17,524
TOP	8	£18,157
Band 3	6	£16,968
	7	£17,524
	8	£18,157
	9	£18,333
	10	£18,839
	11	£19,409
TOP	12	£19,852
Band 4	11	£19,409
	12	£19,852
	13	£20,551
	14	£21,263
	15	£21,909
	16	£22,128
	TOP	17

**NHS Terms and Conditions of Service 2018
Pay Values**

Band	Years of experience	2018/19	2019/20	2020/21
Band 1	< 1 year	£17,460	£17,652	£18,005
	1+ years	£17,460	£17,652	£18,005
Band 2	< 1 year	£17,460	£17,652	£18,005
	1-2 years	£17,460	£17,652	£18,005
	2-3 years	£17,460	£17,652	£19,337
	3-4 years	£17,460	£17,652	£19,337
	4-5 years	£17,460	£17,652	£19,337
	5-6 years	£17,787	£17,983	£19,337
	6+ years	£18,702	£19,020	£19,337
Band 3	< 1 year	£17,787	£18,813	£19,737
	1-2 years	£17,787	£18,813	£19,737
	2-3 years	£18,429	£18,813	£21,142
	3-4 years	£18,608	£18,813	£21,142
	4-5 years	£19,122	£19,332	£21,142
	5-6 years	£19,700	£19,917	£21,142
	6+ years	£20,448	£20,795	£21,142
Band 4	< 1 year	£20,150	£21,089	£21,892
	1-2 years	£20,150	£21,089	£21,892
	2-3 years	£20,859	£21,089	£21,892
	3-4 years	£21,582	£21,819	£24,157
	4-5 years	£22,238	£22,482	£24,157
	5-6 years	£22,460	£22,707	£24,157
	6+ years	£23,363	£23,761	£24,157

NHS Terms and Conditions of Service 2018

To read how an individual's pay increases on progression (such as on completion of minimum years of experience) the table values are read vertically.

To read how the level of pay for a given level of experience is increased by the cost of living, the table is read horizontally.

To read how an individual's pay may increase in practice, it is necessary to do a combination of the two.

Using someone on band 5, currently earning £24,547 as an example, assuming they get their increment in October (now known as their pay step date), they will progress as follows:

- As at 31 March 2018, they would have been earning £24,547
- From 1 July 2018, they will be earning £24,915 (backdated to 1 April 2018)
- On their pay step date in October 2018, they will now get the pay level attributable to those with 4-5 years' experience – which is £25,934
- On 1 April 2019, they will earn £26,220
- On their pay step date in October 2019, they will now get the pay level attributable to those with 5-6 years' experience – which is £27,260
- On 1 April 2020, they will earn £27,416
- On their pay step date in October 2020, they will now get the pay level attributable to those with 6-7 years' experience – which is £30,615.

This creates a diagonal pattern which can be used to read any pay journey:

Previous AFC pay values 17/18

2018 TCS pay values

Band	Existing Paypoint Numbers	2017/18	Band	Years of experience	2018/19	2019/20	2020/21
Band 5	16	£22,128	Band 5	< 1 year	£23,023	£24,214	£24,907
	17	£22,683		1-2 years	£23,023	£24,214	£24,907
	18	£23,597		2-3 years	£23,951	£24,214	£26,970
	19	£24,547		3-4 years	£24,915	£26,220	£26,970
	20	£25,551		4-5 years	£25,934	£26,220	£27,416
	21	£26,565		5-6 years	£26,963	£27,260	£27,416
	22	£27,635		6-7 years	£28,050	£28,358	£30,615
TOP	23	£28,746	7+ years	£29,608	£30,112	£30,615	

For further information about when individuals will receive pay increases, please see the NHS Terms and Conditions of Service 2018 [online pay journey tool](#).