Annex 1 - 3
Annex 1: NHS employers

England

Unless the text indicates otherwise, any reference to NHS employers in this Handbook shall mean any of the following organisations:

- NHS trusts including Foundation Trusts
- Clinical commissioning groups
- Special health authorities
- Integrated Care Boards
- The NHS Commissioning Board (NHS England)
- Monitor (NHS Improvement)
- NHS Trust Development Agency (NHS Improvement)
- The Health and Social Care Information Centre (NHS Digital)
- National Institute for Health and Care Excellence
- Health Education England
- Health Research Authority
- NHS Blood and Transplant
- NHS Business Service Authority
- NHS Counter Fraud Authority
- NHS Resolution
- Health Services Safety Investigations Body (HSSIB)

Northern Ireland
Unless the text indicates otherwise, any reference to NHS employers in this Handbook shall mean any of the following organisations:

- HSC Board
- HSC Trusts
- Public Health Agency
- Business Services Organisation
- Patient and Client Council
- HSC Special Agencies

**Scotland**

Unless the text indicates otherwise, any reference to NHS employers in this Handbook shall mean any of the following organisations:

- Health boards
- Special health boards

**Wales**

Unless the text indicates otherwise, any reference to NHS employers in this Handbook shall mean any of the following organisations:

- NHS trusts
- Local health boards
- Special Health Authorities

**Annex 2: Pay bands and pay points on the second pay spine in England**
Pay bands and pay points on the second pay spine in England

**Table 10**

<table>
<thead>
<tr>
<th>Band 1</th>
<th>£22,383</th>
<th>Entry step point</th>
<th>Years until eligible for pay progression</th>
<th>Top step point</th>
</tr>
</thead>
</table>

| Band 2 | £22,383 | 2 | £22,383 |
| Band 3 | £22,816 | 2 | £24,336 |
| Band 4 | £25,147 | 3 | £27,596 |

| Band 5 | £28,407 | 2 | £30,639 | 2 | £34,581 |
| Band 6 | £35,392 | 2 | £37,350 | 3 | £42,618 |
| Band 7 | £43,742 | 2 | £45,996 | 3 | £50,056 |

| Band 8a | £50,952 | 5 | £57,349 |
| Band 8b | £58,972 | 5 | £68,525 |
| Band 8c | £70,417 | 5 | £81,138 |
1. This pay scale should be read in conjunction with Part 2 - Section 1: Pay Structure (England)

From 1 April 2023

2. Following the government’s announcement regarding the 2023/24 pay award, all pay points have subsequently been uprated with payment backdated to 1 April 2023 in line with the outcome. Download the 2023/24 poster in full as a PDF.

---

**Annex 2: Pay bands and pay points in Scotland, Wales and Northern Ireland**

**Pay circulars**

The current pay circulars for the devolved administrations of Scotland, Wales and Northern Ireland can be found at the following links:

- Scotland
- Wales
- Northern Ireland

---

**Annex 3: Introduction to pay bands and pay points on the second pay spine in England**
Introduction to pay bands and pay points on the second pay spine in England

1. This Annex is an archive of pay bands and pay points in England since 1 October 2004. The pay Tables are reproduced in exactly the form in which they appeared in the Handbook when they were published. Consequently, they contain references to Sections which have been deleted e.g. Section 46: Assimilation and protection. Deleted Sections and Annexes are available in archived copies of the handbook on the web site of the NHS Employers organisation. Visit www.nhsemployers.org

2. Current pay bands and pay points are in Annex 2.

Scotland, Wales and Northern Ireland

3. Read pay bands and pay points in Scotland.

Read pay bands and pay points in Wales

Read pay bands and pay points in Northern Ireland

Amendment number 43

TCS Advisory Notice (01/2021)

Annex 3: Pay bands and pay points on the second pay spine in England from 1 April 2022

Pay bands and pay points on the second pay spine in England from 4 August 2022

Download the PDF for pay points from 4 August 2022 - 31 March 2023.
Pay bands and pay points on the second pay spine in England from 1 April 2022

Download the PDF for pay points from 1 April 2022 - 4 August 2022.

Pay bands and pay points on the second pay spine in England from 29 July 2021

Download the PDF for pay points from 29 July 2021.

Pay bands and pay points on the second pay spine in England from 1 April 2021.

Download the PDF for pay points from 1 April 2021.

Pay bands and pay points on the second pay spine in England from 1 April 2018

Download the PDF for the pay points from 1 April 2018.

Pay bands and pay points on the second pay spine in England from 1 April 2017

Download the PDF for pay points from 1 April 2017.

Pay bands and pay points on the second pay spine in England from 1 April 2016

Download the PDF for pay points from 1 April 2016.

Pay bands and pay points on the second pay spine in England from 1 April 2015
Download the PDF for pay points from 1 April 2015.

Pay bands and pay points on the second pay spine in England from 1 April 2014

Download the PDF for pay points from 1 April 2014.

Pay bands and pay points on the second pay spine in England from 1 April 2013

Download the PDF for pay points from 1 April 2013.

Pay bands and pay points on the second pay spine in England from 1 April 2012

Download the PDF for pay points from 1 April 2012.

Pay bands and pay points on the second pay spine in England from 1 April 2011

Download the PDF for pay points from 1 April 2011.

Pay bands and pay points on the second pay spine in England from 1 April 2010

Download the PDF for pay points from 1 April 2010.

Pay bands and pay points on the second pay spine in England from 1 April 2009

Download the PDF for pay points from 1 April 2009.
Pay bands and pay points on the second pay spine in England from 1 April 2008

Download the PDF for pay points from 1 April 2008.

Pay bands and pay points on the second pay spine in England from 1 November 2007

Download the PDF for pay points from 1 November 2007.

Pay bands and pay points on the second pay spine in England from 1 April 2007

Download the PDF for pay points from 1 April 2007.

Pay bands and pay points on the second pay spine in England from 1 April 2006

Download the PDF for pay points from 1 April 2006.

Pay bands and pay points on the second pay spine in England from 1 April 2005

Download the PDF for pay points from 1 April 2005.

Pay bands and pay points on the second pay spine in England from 1 October 2004

Download the PDF for pay points from 1 April 2004.

Pay bands and pay points on the second pay spine in England from 1 April 2022
Download the PDF for pay points from 1 April 2022.

Amendment number 47

TCS Advisory Notice 01/2022

Amendment number 52

TCS Advisory Notice 02/2023