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

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

| Band 1* (closed grade) | £18,870* |

| Band 2 | £18,870* | 2 | £19,918 |
| Band 3 | £20,330 | 2 | £21,777 |
| Band 4 | £22,549 | 3 | £24,882 |

| Band 5 | £25,655 | 2 | £27,780 | 2 | £31,534 |
| Band 6 | £32,306 | 2 | £34,172 | 3 | £39,027 |
| Band 7 | £40,057 | 2 | £42,121 | 3 | £45,839 |

| Band 8a | £47,126** | 5 | £53,219 |
| Band 8b | £54,764** | 5 | £63,862 |
| Band 8c | £65,664** | 5 | £75,874 |
| Band 8d | £78,192** | 5 | £90,387 |
| Band 9 | £93,735** | 5 | £108,075 |
* Interim rate effective from 1 April 2022, refer to paragraph 2-3 below.

** The continuation of the temporary consolidated payments will apply only to those already in receipt of it as at 31 March 2021.

1. This pay scale should be read in conjunction with Part 2 - Section 1: Pay Structure (England)

From 1 April 2022

2. As an interim measure, to ensure compliance with the National Living Wage, the Band 1 spot salary and entry point of Band 2 will be uplifted to £18,870 with effect from 1 April 2022 (hourly rate of £9.85).

3. Other pay points remain unchanged until the 2022/23 pay award is known when all pay points will be uprated effective from 1 April 2022 in line with the outcome.

Bands 8-9 consolidated payment - temporary arrangements

4. Where staff were in receipt of a consolidated payment as at the 31 March 2021, these payments will continue into 2022/23 as set out in Table 10 (a).

5. Staff who were not in receipt of these payments on 31 March 2021 will not be eligible to receive these from 1 April 2022 onwards.

6. With effect from 1 April 2022, consolidated payments for 4 years of experience will no longer be required based on one of the following criteria:

   - staff eligible to receive the year 4 consolidated payment during 2021/22 will move to year 5 on or before 1 April 2022 and will therefore already be in receipt of the higher (year 5) consolidated payment or

   - staff moving to year 4 on or after 1 April 2022 are not eligible for this payment, as per paragraph seven above.

7. As an interim arrangement, the consolidated payment for year 5 will continue from 1 April 2022, unchanged pending the government’s 2022/23 pay award announcement.
Table 10 (a) - One off consolidated cash payments to specific points in Bands 8a, 8b, 8c, 8d and 9.

<table>
<thead>
<tr>
<th>Band</th>
<th>Years of experience (as at 31 March 2021)*</th>
<th>Basic pay as per the pay structure</th>
<th>One off consolidated payments (paid in monthly instalments pro-rata)</th>
<th>Total pay for existing staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>8a</td>
<td>5</td>
<td>47,126</td>
<td>2,849</td>
<td>49,975</td>
</tr>
<tr>
<td>8b</td>
<td>5</td>
<td>54,764</td>
<td>5,371</td>
<td>60,135</td>
</tr>
<tr>
<td>8c</td>
<td>5</td>
<td>65,664</td>
<td>5,700</td>
<td>71,364</td>
</tr>
<tr>
<td>8d</td>
<td>5</td>
<td>78,192</td>
<td>6,084</td>
<td>84,276</td>
</tr>
<tr>
<td>9</td>
<td>5</td>
<td>93,735</td>
<td>7,964</td>
<td>101,699</td>
</tr>
</tbody>
</table>

*In some cases, years of experience will not align with the pay point, as the assimilation process does not consider actual historical experience.

For further information refer to FAQ 2.9.

Amendment number 46: NHS Pay Advisory Notice 01/2022

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

Pay circulars
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.
Annex 3: Pay bands and pay points on the second pay spine in England from 1 April 2021

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

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

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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

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Pay bands and pay points on the second pay spine in England from 1 April 2008

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

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

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**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.