## PAY PROTECTION WHEN TRANSITIONING TO BAND 2

THE NHS STAFF COUNCIL WORKING IN PARTNERSHIP

Unsocial hours
enhancements in band 1
are slightly higher than
band 2. If your take-home
pay reduces as a result of
transitioning to band 2,
you will be pay protected
on a marked time basis.

Your pay will be protected when you move to band 2\*, to ensure your pay does not decrease upon transitioning.

When you reach the top of band 2, your base pay will have increased to a point where your pay no longer needs to be protected.

unsocial hours payments

Pay point
£18,005



BAND 1

**BAND 2**DURING TRANSITION

BAND 2
AFTER TRANSITION

## Key messages:

- Pay protection means that you won't earn less than you currently do on band 1 when you choose to transition to band 2.
- ▶ If you made your choice as part of the initial choice exercise, you will get to the top of band 2 by 1 April 2021. If you made your choice after this, you will get to the top of band 2 in two years.
- Pay protection will continue until overall earnings exceed previous earnings at the band 1 level.

Find out more about transitioning from band 1 on our web section: www.nhsemployers.org/band1

<sup>\*</sup>Pay protection will apply providing staff do not choose to work a lower number of unsocial hours in their new role.