

Pay bands and pay points on the second pay spine in England

Table 10

Band 1*	£18,870*				
(closed grade)					
	Entry step point	Years until eligible for pay progression	Top step point		
Band 2	£18,870*	2	£19,918		
Band 3	£20,330	2	£21,777		
Band 4	£22,549	3	£24,882		
	Entry step point	Years until eligible for pay progression	Intermediate step point	Years until eligible for pay progression	Top step point
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
	Entry step point	Years until eligible for pay progression	Top step point		
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 £9.65).

3. Other pay points remain unchanged until the 2022/23 pay award is known when all pay points will be updated 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 o consolidated cash payments to specific points in Bands 8a, 8b, 8c, 8d and 9.

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

*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***