

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)	£20,270				
	Entry step point	Years until eligible for pay progression	Top step point		
Band 2	£20,270	2	£21,318		
Band 3	£21,730	2	£23,177		
Band 4	£23,949	3	£26,282		
	Entry step point	Years until eligible for pay progression	Intermediate step point	Years until eligible for pay progression	Top step point
Band 5	£27,055	2	£29,180	2	£32,934
Band 6	£33,706	2	£35,572	3	£40,588
Band 7	£41,659	2	£43,806	3	£47,672
	Entry step point	Years until eligible for pay progression	Top step point		
Band 8a	£48,526**	5	£54,619		
Band 8b	£56,164**	5	£65,262		

Band 8c	£67,064**	5	£77,247		
Band 8d	£79,592**	5	£91,787		
Band 9	£95,135**	5	£109,475		

* Band 1 is closed to new entrants.

** 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. Following government's announcement regarding the 2022/23 pay award, all pay points have subsequently been updated with payment backdated to 1 April 2022 in line with the outcome.

Bands 8-9 consolidated payment - temporary arrangements

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

4. 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.

5. 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 four above.

Table 10 (a) - One off consolidated cash payments to specific points in bands 8a, 8b, 8c, 8d and 9.

Band	Years of experience				
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	(as at 31 March 2021)*	Basic pay as per the pay structure	One off consolidated payments (paid in monthly instalments pro-rata)	Total pay for existing staff
8a	5	48,526	2,934	51,459
8b	5	56,164	5,508	61,672
8c	5	67,064	5,822	72,886
8d	5	79,592	6,193	85,785
9	5	95,135	8,083	103,218

*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.