

## Guidance to using the pay tool

### Spine points at 31 March 2018

The NHS Terms and Conditions of Service [pay tool](#) requires some staff to enter their spine point as at 31 March 2018. To identify this spine point, check your payslip from March 2018. This should show you your basic annual salary and basic hourly rate.

If you work part-time you may find it easier to use your basic hourly rate. Find your band in the table below, then identify your pay rate to read across to what your spine point was.

	Basic salary (£)	Equivalent hourly rate (£)	Spine point
Band 1	15,404	7.88	2
	15,671	8.02	3
Band 2	15,404	7.88	2
	15,671	8.02	3
	16,104	8.24	4
	16,536	8.46	5
	16,968	8.68	6
	17,524	8.97	7
	18,157	9.29	8
Band 3	16,968	8.68	6
	17,524	8.97	7
	18,157	9.29	8
	18,333	9.38	9
	18,839	9.64	10
	19,409	9.93	11
	19,852	10.16	12
Band 4	19,409	9.93	11
	19,852	10.16	12
	20,551	10.52	13
	21,263	10.88	14
	21,909	11.21	15
	22,128	11.32	16
	22,683	11.61	17
Band 5	22,128	11.32	16
	22,683	11.61	17
	23,597	12.07	18
	24,547	12.56	19
	25,551	13.07	20
	26,565	13.59	21
	27,635	14.14	22
Band 6	28,746	14.71	23
	26,565	13.59	21
	27,635	14.14	22
	28,746	14.71	23
	29,626	15.16	24
	30,661	15.69	25
	31,696	16.21	26
	32,731	16.74	27
33,895	17.34	28	
35,577	18.20	29	

	Basic salary (£)	Equivalent hourly rate (£)	Spine point
Band 7	31,696	16.21	26
	32,731	16.74	27
	33,895	17.34	28
	35,577	18.20	29
	36,612	18.73	30
	37,777	19.32	31
	39,070	19.99	32
	40,428	20.68	33
	41,787	21.38	34
Band 8a	40,428	20.68	33
	41,787	21.38	34
	43,469	22.24	35
	45,150	23.10	36
	47,092	24.09	37
	48,514	24.82	38
Band 8b	47,092	24.09	37
	48,514	24.82	38
	50,972	26.07	39
	53,818	27.53	40
	56,665	28.98	41
	58,217	29.78	42
Band 8c	56,665	28.98	41
	58,217	29.78	42
	60,202	30.79	43
	63,021	32.23	44
	67,247	34.40	45
Band 8d	69,168	35.38	46
	67,247	34.40	45
	69,168	35.38	46
	72,051	36.85	47
	75,573	38.65	48
	79,415	40.62	49
	83,258	42.58	50
Band 9	79,415	40.62	49
	83,258	42.58	50
	87,254	44.63	51
	91,442	46.77	52
	95,832	49.02	53
	100,431	51.37	54