

# Annex 3: Pay bands and pay points on the second pay spine in England from 1 April 2015

**Table 9 (L)**

Point	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8				Band 9
								Range A	Range B	Range C	Range D	
2	15,100	15,100										
3	15,363	15,363										
4		15,786										
5		16,210										
6		16,633	16,633									
7		17,179	17,179									
8		17,800	17,800									
9			17,972									
10			18,468									
11			19,027	19,027								
12			19,461	19,461								
13				20,147								
14				20,844								
15				21,477								
16				21,692	21,692							
17				22,236	22,236							
18					23,132							
19					24,063							
20					25,047							
21					26,041	26,041						

Point	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8				Band 9	
								Range A	Range B	Range C	Range D		
22					27,090	27,090							
23					28,180	28,180							
24						29,043							
25						30,057							
26						31,072	31,072						
27						32,086	32,086						
28						33,227	33,227						
29						34,876	34,876						
30							35,891						
31							37,032						
32							38,300						
33							39,632	39,632					
<b>34</b>							<b>40,964</b>	<b>40,964</b>					
<b>35</b>								<b>42,612</b>					
<b>36</b>								<b>44,261</b>					
<b>37</b>								<b>46,164</b>	<b>46,164</b>				
<b>38</b>								<b>47,559</b>	<b>47,559</b>				
<b>39</b>									<b>49,968</b>				
<b>40</b>									<b>52,757</b>				
<b>41</b>									<b>55,548</b>	<b>55,548</b>			
<b>42</b>									<b>57,069</b>	<b>57,069</b>			
<b>43</b>										<b>59,016</b>			
<b>44</b>		From 1 April 2015 to 31 March 2016, staff in								<b>61,779</b>			
<b>45</b>		England on pay spine points 34 to 54 will not							*	<b>65,922</b>	<b>65,922</b>		
<b>46</b>		be eligible for incremental pay progression.							*	<b>67,805</b>	<b>67,805</b>		
<b>47</b>											<b>70,631</b>		
<b>48</b>											<b>74,084</b>		

Point	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8				Band 9
								Range A	Range B	Range C	Range D	
49										*	77,850	77,850
50										*	81,618	81,618
51												85,535
52											*	89,640
53											*	93,944
54											*	98,453

\* Pay spine points 45 and 46 at the top of pay band 8C; pay spine points 49 and 50 at the top of pay band 8D and pay spine points 53 and 54 at the top of pay band 9 are annually earned (see paragraphs 1.11 to 1.15 in Section 1 (England and Wales). The provisions for incremental pay progression in Section 1 (England and Wales) and Annex 23 (England and Wales) will continue to apply except that in England staff on pay spine points 34 to 54 will not be eligible for incremental pay progression from 1 April 2015 to 31 March 2016.

### **Pay arrangements applying to specific pay points in England between 1 April 2015 and 31 March 2016**

1. The values of the pay spine points in Annex 2 are consolidated.
2. Pay spine point number 1 has been deleted. The Agenda for Change pay spine starts at pay spine point number 2.
3. Staff on pay spine point number 1 at 31 March 2015 will move onto pay spine point number 2 on 1 April 2015. They will not have access to pay spine point number 3 before 1 April 2016.
4. The values of pay spine points 43 to 54 (inclusive) are unchanged from their 1 April 2014 values.

5. The provisions for incremental pay progression in Section 1 (England and Wales) and Annex 23 (England and Wales) will continue to apply except that staff in England on pay spine points 34 and above will not have access to incremental pay progression during the period 1 April 2015 to 31 March 2016.

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**THE NHS STAFF  
COUNCIL**  
WORKING IN PARTNERSHIP

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