

Annex 2: Pay bands and pay points on the second pay spine in England

- Table 10

Band 1*	£18,005				
	Entry step point	Years until eligible for pay progression	Top step point		
Band 2	£18,005	2	£19,337		
Band 3	£19,737	2	£21,142		
Band 4	£21,892	3	£24,157		
	Entry step point	Years until eligible for pay progression	Intermediate step point	Years until eligible for pay progression	Top step point
Band 5	£24,907	2	£26,970	2	£30,615
Band 6	£31,365	2	£33,176	3	£37,890
Band 7	£38,890	2	£40,894	3	£44,503
	Entry step point	Years until eligible for pay progression	Top step point		
Band 8a	£45,753**	5	£51,668		
Band 8b	£53,168**	5	£62,001		
Band 8c	£63,751**	5	£73,664		
Band 8d	£75,914**	5	£87,754		
Band 9	£91,004**	5	£104,927		

- * 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 \(England\)](#)
- 2. The pay scale will be updated to reflect the pay award for 2021/22 when agreed and finalised.
- **From 1 April 2021**
- 3. Staff on the following transitional pay points on 31 March 2021 will automatically move to the top step pay point of their pay band on 1 April 2021:
 - £27,416 (Band 5)
 - £33,779 (Band 6)
 - £41,723 (Band 7)

Bands 8-9 consolidated payment - temporary arrangements

4. From 1 April 2021, the temporary consolidated payments will continue to apply only to staff in receipt of them as at 31 March 2021. These interim arrangements will continue until the detail of the 2021/22 pay award is known when the position will be reviewed. As a minimum, the intention is that there will be no reduction in pay for these staff prior to them reaching to top of their pay band.

5. Staff who are not in receipt of these payments on 31 March 2021 will not be eligible to receive these from 1 April 2021 onwards.

6. For further information on the interim arrangements please refer to the [guidance](#) issued by the NHS Staff Council. This should be read in conjunction with this Annex.

Table 10 (a) - One off 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 off consolidated payments (paid in monthly instalments pro-rata)	Total pay for existing staff
8a	4	45,753	765	46,518
	5	45,753	2,766	49,975
8b	4	53,168	2,282	57,114
	5	53,168	5,215	60,135
8c	4	63,751	1,180	66,879
	5	63,751	5,534	71,364
8d	4	75,914	1,949	80,199
	5	75,914	5,907	84,276
9	4	91,004	3,209	97,040

	5	91,004	7,732	101,699
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*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](#).

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