

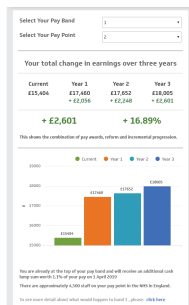
Resources to help you understand your pay

This resource helps you understand what the different tools on the **NHS Employers** and the trade union **NHS pay** websites tell you about your pay.

- Some resources combine the annual uplift in April and your pay step (increment)*
- Other resources provide the same information but in a different way, allowing you to see your individual journey for any given year of the agreement.

Resources that combine the annual uplift and pay step increments into one value

Pay calculator



Individual pay journey (as shown on pages 12-14 of the framework agreement)

THE NHS STAFF COUNCIL
WORKING IN PARTNERSHIP

Framework agreement on the reform of Agenda for Change

27 June 2018

Individual pay journey - 2018 to 2021

Please note a pay calculator is available online at www.nhs.gov

Band	Pay Point	2017/18 (Current)	2018/19 (Year 1)	2019/20 (Year 2)	2020/21 (Year 3)	Earnings gain (£)	Earnings gain (%)
1	1	£15,404	£17,460	£17,652	£18,005	£2,601	16.89%
	2	£15,671	£17,800	£18,000	£18,353	£2,682	17.34%
	3	£15,938	£18,100	£18,300	£18,653	£2,715	17.03%
2	4	£16,106	£18,400	£18,600	£19,000	£2,894	18.00%
	5	£16,373	£18,700	£18,900	£19,300	£2,927	17.90%
	6	£16,640	£19,000	£19,200	£19,600	£2,960	17.80%
3	7	£16,907	£19,300	£19,500	£19,900	£2,993	17.70%
	8	£17,174	£19,600	£19,800	£20,200	£3,026	17.60%
	9	£17,441	£19,900	£20,100	£20,500	£3,059	17.50%
4	10	£17,708	£20,200	£20,400	£20,800	£3,092	17.40%
	11	£17,975	£20,500	£20,700	£21,100	£3,125	17.30%
	12	£18,242	£20,800	£21,000	£21,400	£3,158	17.20%
5	13	£18,509	£21,100	£21,300	£21,700	£3,191	17.10%
	14	£18,776	£21,400	£21,600	£22,000	£3,224	17.00%
	15	£19,043	£21,700	£21,900	£22,300	£3,257	16.90%

You will reach the salary figure shown, on your pay step (increment date)* unless you benefit from the deletion of a pay point, in which case you will reach the salary shown on 1 April.

Other resources

Pay journey tool

NHS Terms and Conditions of Service 2018

Pay Journey Tool

This tool shows in detail how the basic pay of individual staff will change during the transitional period for the new pay system. The figures here are the same as those which have been previously published, but with a greater level of detail. This will help staff to understand what they can expect to see in their basic pay packet, demonstrating the annual cost of living increase and their individual progression through the pay system.

Choose the Band, Starting Year, Years of Experience for the new deal. Current Salary based on existing deal, and month of pay step date. The uplift to pay scales in 2018/19 (the year after the new year deal) is not yet known, but this tool allows you to enter a percentage uplift figure for illustrative purposes.

Start >

Your Results

For a new member of staff starting in Band 4, with a pay step date in June, with 3-4 years experience, and with an illustrative 2% uplift after the agreed deal.

Starting Pay	2018/19	2019/20	2020/21	2021/22
£15,404	£17,460	£17,652	£18,005	£18,353

The path here shows the journey of staff who pass the criteria for progression at each gateway. Any basic pay values shown for the financial year 2021/22 and beyond are shown in grey and are based on the illustrative uplift selected.

At the end of the 2020/21 financial year, some pay points will no longer exist. Where this occurs, staff who progress in this year would move to the next pay point up in their given band.

Pay scales

Table 10

Previous Pay Values 17/18		NHS Terms and Conditions of Service 2018				
Band	Existing Paypoint Numbers	Band	Years of experience	2018/19	2019/20	2020/21
Band 1	2	Band 1	< 1 year	£17,460	£17,652	£18,005
TOP	3	Band 1	1+ years	£17,460	£17,652	£18,005
Band 2	2	Band 2	< 1 year	£17,460	£17,652	£18,005
	3	Band 2	1-2 years	£17,460	£17,652	£18,005
	4		2-3 years	£17,460	£17,652	£19,337
	5		3-4 years	£17,460	£17,652	£19,337

Annex 2 of the handbook shows the values for the three years of the deal and describes the reform.

Use our guidance on **how to read the pay scales**.

Enter your own information and see when the annual uplift increases your salary and when you will get an increase on your pay step (increment date)*.

*your incremental date is the anniversary of you joining your pay band, the same as under the old system.