

## Payments for working outside normal hours

Pay Band	All time on Saturday (midnight to midnight) and any week day after 8pm and before 6am	All time on Sundays and Public Holidays (midnight to midnight)
1	Time plus 50%	Double Time
2	Time plus 44%	Time plus 88%
3	Time plus 37%	Time plus 74%
4 - 9	Time plus 30%	Time plus 60%

Applicable in Early Implementers and Ambulance Trusts only:  
Average Percentage enhancement to basic salary

unsocial hours	Bands 1-7	Band 8-9
0-5	Local agreement	Local agreement
5-9	9%	9%
10-13	13%	10%
14-17	17%	10%
18-21	21%	10%
21+	25%	10%

## High Cost Area Supplements from 1 April 2013

Area	Level (1 April 2013)
Inner London	20% of basic salary (subject to a minimum payment of £4,076 and a maximum payment of £6,279)
Outer London	15% of basic salary (subject to a minimum payment of £3,448 and a maximum payment of £4,395)
Fringe	5% of basic salary (subject to a minimum payment of £942 and a maximum payment of £1,632)

## Join UNISON.

These are just some of the benefits you gain when you are a member of UNISON:

- Unrivalled protection and representation at work.
- Help with pay and conditions of service.
- Health and safety guidance and support.
- Confidential welfare services for you and your dependents in difficult times.
- Excellent legal services including free help with work problems and legal support for members and their families.
- Pensions advice.
- A special hotline, UNISONdirect, for help and advice on workplace issues.
- Online employment and workplace advice.
- Education and training advice and courses, leading to vocational and professional qualifications.
- Cash benefits for accidents and injuries at work.
- A colour magazine sent to your home four times a year, a monthly magazine for our stewards and activists and a full range of publicity.
- Special deals on everything from computers, tax returns, holidays, mortgages, car breakdown services, insurance and credit cards.
- Our own holiday centre for members and families at the Devon seaside.

## For more details see

<http://www.unison.org.uk/formembers/joining-unison/>

## Join UNISON online today at

<https://join.unison.org.uk/>  
or call 0845 355 0845

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Agenda For Change  
**PAY RATES**  
2013/2014

**AGENDA FOR CHANGE PAY BANDS EFFECTIVE FROM 1 APRIL 2013**

<b>Band 1</b>	<b>Band 2</b>	<b>Band 3</b>	<b>Band 4</b>	<b>Band 5</b>	<b>Band 6</b>	<b>Band 7</b>	<b>Band 8</b>				<b>Band 9</b>
							<b>Range A</b>	<b>Range B</b>	<b>Range C</b>	<b>Range D</b>	
14,294	14,294	16,271	18,838	21,388	25,783	30,764	39,239	45,707	54,998	65,922	77,850
14,653	14,653	16,811	19,268	22,016	26,822	31,768	40,558	47,088	56,504	67,805	81,618
15,013	15,013	17,425	19,947	22,903	27,901	32,898	42,190	49,473	59,016	70,631	85,535
	15,432	17,794	20,638	23,825	28,755	34,530	43,822	52,235	61,779	74,084	89,640
	15,851	18,285	21,265	24,799	29,759	35,536	45,707	54,998	*65,922	*77,850	*93,944
	16,271	18,838	21,388	25,783	30,764	36,666	47,088	56,504	*67,805	*81,618	*98,453
	16,811	19,268	22,016	26,822	31,768	37,921					
	17,425			27,901	32,898	39,239					
					34,530	40,558					

\*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.

NHS minimum wage is £7.31.

To calculate your hourly rate divide your annual basic salary by 52.14 and then by 37.5.