

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%

High Cost Area Supplements from 1 April 2016

Area	Level (1 April 2016)
Inner London	20% of basic salary (subject to a minimum payment of £4,158 and a maximum payment of £6,405)
Outer London	15% of basic salary (subject to a minimum payment of £3,518 and a maximum of £4,483)
Fringe	5% of basic salary (subject to a minimum payment of £961 and a maximum payment of £1,665)

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Agenda For Change
WALES PAY RATES
2016/2017

AGENDA FOR CHANGE PAY BANDS EFFECTIVE FROM 1 APRIL 2016

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	Range A
£14581*	£14581*	£16,598	£19,217	£21,909	£26,302	£31,383	£40,028	£46,625	£56,104	£67,247	£79,415
£14947*	£14947*	£17,149	£19,655	£22,458	£27,361	£32,407	£41,373	£48,034	£57,640	£69,168	£83,258
£15314*	£15314*	£17,776	£20,348	£23,363	£28,462	£33,560	£43,038	£50,467	£60,202	£72,051	£87,254
	£15742*	£18,152	£21,052	£24,304	£29,333	£35,225	£44,703	£53,285	£63,021	£75,573	£91,422
	£16,170	£18,653	£21,692	£25,298	£30,357	£36,250	£46,625	£56,104	£67,247	£79,415	£95,832
	£16,598	£19,217	£21,909	£26,302	£31,383	£37,403	£48,034	£57,640	£69,168	£83,258	£100,431
	£17,149	£19,655	£22,458	£27,361	£32,407	£38,683					
	£17,776			£28,462	£33,560	£40,028					
					£35,225	£41,373					

*Salary points below the Living Wage Foundation Living Wage have been uplifted to that level as a consolidated payment in this pay year

NHS minimum wage in Wales is £7.85

To Calculate your hourly rate divide your annual basic salary by 52.15 and then by 37.5