

## 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 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 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  
**ENGLAND 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
£15,251	£15,251	£16,800	£19,217	£21,909	£26,302	£31,383	£40,028	£46,625	£56,104	£66,582	£78,629
£15,516	£15,516	£17,351	£19,655	£22,458	£27,361	£32,407	£41,373	£48,034	£57,640	£68,484	£82,434
	£15,944	£17,978	£20,348	£23,363	£28,462	£33,560	£43,038	£50,467	£59,606	£71,338	£86,390
	£16,372	£18,152	£21,052	£24,304	£29,333	£35,225	£44,703	£53,285	£62,397	£74,825	£90,537
	£16,800	£18,653	£21,692	£25,298	£30,357	£36,250	£46,625	£56,104	£66,582	£78,629	£94,883
	£17,351	£19,217	£21,909	£26,302	£31,383	£37,403	£48,034	£57,640	£68,484	£82,434	£99,437
	£17,978	£19,655	£22,458	£27,361	£32,407	£38,683					
				£28,462	£33,560	£40,028					
					£35,225	£41,373					

\*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 £7.72

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