

NHS ENGLAND PAY SCALES 2018-2021

Pay bands 1, 2, 3, 4

By April 2021 the NHS will use a new pay structure.

From April 2018 until March 2021 the pay structure is in transition. Pay points are deleted to make starting salaries higher and to reduce the length of time it takes to reach the top of most bands. There are moments when some pay values appear the same, this is where staff receive both an annual pay uplift and transitional pay progression on 1 April, effectively receiving their pay progression early.

To help read the pay scales we have used both existing pay points and “years experience.” “Years of experience” works for most staff. If staff started higher than the lowest point in the band the pay scale should be read as if they have automatically gained the experience for points they skipped.

This is one in a series of three sets of NHS pay scales covering:

Bands 1-4
Bands 5-8A
Bands 8B-9

They can all be ordered from the healthcare section of UNISON’s online catalogue at unison.org.uk/catalogue quoting the relevant stock number.

Pay can change at two points during the year, once on 1 April through the pay uplift and once on your incremental date as you move to the next pay point in your band.

Band 1		Move across on 1 April each year		
Old pay point	Closed to new starters	2018/19	2019/20	2020/21
2-3	Spot rate	£17,460	£17,652	£18,005

Band 2		Move across on 1 April each year		
Old pay point	Years of experience	2018/19	2019/20	2020/21
2	< 1 year	£17,460	£17,652	£18,005
3	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
6	4-5 years	£17,460	£17,652	£19,337
7	5-6 years	£17,787	£17,983	£19,337
8	6+ years	£18,702	£19,020	£19,337

Move **down** on your incremental date each year.

Pay can change at two points during the year, once on 1 April through the pay uplift and once on your incremental date as you move to the next pay point in your band.

Band 3		Move across on 1 April each year		
Old pay point	Years of experience	2018/19	2019/20	2020/21
6	< 1 year	£17,787	£18,813	£19,737
7	1-2 years	£17,787	£18,813	£19,737
8	2-3 years	£18,429	£18,813	£21,142
9	3-4 years	£18,608	£18,813	£21,142
10	4-5 years	£19,122	£19,332	£21,142
11	5-6 years	£19,700	£19,917	£21,142
12	6+ years	£20,448	£20,795	£21,142

Move **down** on your incremental date each year.

Band 4		Move across on 1 April each year		
Old pay point	Years of experience	2018/19	2019/20	2020/21
11	< 1 year	£20,150	£21,089	£21,892
12	1-2 years	£20,150	£21,089	£21,892
13	2-3 years	£20,859	£21,089	£21,892
14	3-4 years	£21,582	£21,819	£24,157
15	4-5 years	£22,238	£22,482	£24,157
16	5-6 years	£22,460	£22,707	£24,157
17	6+ years	£23,363	£23,761	£24,157

Move **down** on your incremental date each year.