

NHS ENGLAND PAY SCALES 2018-2021

Pay bands 5, 6, 7, 8a

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.

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.

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 5		Move across on 1 April each year		
Old pay point	Years of experience	2018/19	2019/20	2020/21
16	< 1 year	£23,023	£24,214	£24,907
17	1-2 years	£23,023	£24,214	£24,907
18	2-3 years	£23,951	£24,214	£26,970
19	3-4 years	£24,915	£26,220	£26,970
20	4-5 years	£25,934	£26,220	£27,416
21	5-6 years	£26,963	£27,260	£27,416
22	6-7 years	£28,050	£28,358	£30,615
23	7+ years	£29,608	£30,112	£30,615

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

Band 6		Move across on 1 April each year		
Old pay point	Years of experience	2018/19	2019/20	2020/21
21	< 1 year	£28,050	£30,401	£31,365
22	1-2 years	£28,050	£30,401	£31,365
23	2-3 years	£29,177	£30,401	£33,176
24	3-4 years	£30,070	£32,525	£33,176
25	4-5 years	£31,121	£32,525	£33,176
26	5-6 years	£32,171	£32,525	£33,779
27	6-7 years	£33,222	£33,587	£33,779
28	7-8 years	£34,403	£34,782	£37,890
29	8+ years	£36,644	£37,267	£37,890

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 7		Move across on 1 April each year		
Old pay point	Years of experience	2018/19	2019/20	2020/21
26	< 1 year	£33,222	£37,570	£38,890
27	1-2 years	£33,222	£37,570	£38,890
28	2-3 years	£34,403	£37,570	£40,894
29	3-4 years	£36,111	£37,570	£40,894
30	4-5 years	£37,161	£38,765	£40,894
31	5-6 years	£38,344	£38,765	£41,723
32	6-7 years	£39,656	£40,092	£41,723
33	7-8 years	£41,034	£41,486	£44,503
34	8+ years	£43,041	£43,772	£44,503

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

Band 8a		Move across on 1 April each year		
Old pay point	Years of experience	2018/19	2019/20	2020/21
33	< 1 year	£42,414	£44,606	£45,753
34	1-2 years	£42,414	£44,606	£45,753
35	2-3 years	£44,121	£44,606	£45,753
36	3-4 years	£45,827	£46,331	*£46,518
37	4-5 years	£47,798	£48,324	*£48,519
38	5+ years	£49,969	£50,819	£51,668

* Includes value of transitional monthly consolidated payments - paid to these points in 2020/2021 only.