

NHS ENGLAND PAY SCALES 2018-2021

Pay bands 8b, 8c, 8d, 9

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 8b		Move across on 1 April each year		
Old pay point	Years of experience	2018/19	2019/20	2020/21
37	< 1 year	£49,242	£52,306	£53,168
38	1-2 years	£49,242	£52,306	£53,168
39	2-3 years	£51,737	£52,306	£53,168
40	3-4 years	£54,625	£55,226	*£55,450
41	4-5 years	£57,515	£58,148	*£58,383
42	5+ years	£59,964	£60,983	£62,001

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

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

Band 8c		Move across on 1 April each year		
Old pay point	Years of experience	2018/19	2019/20	2020/21
41	< 1 year	£59,090	£61,777	£63,751
42	1-2 years	£59,090	£61,777	£63,751
43	2-3 years	£61,105	£61,777	£63,751
44	3-4 years	£63,966	£64,670	*£64,931
45	4-5 years	£68,256	£69,007	*£69,285
46	5+ years	£71,243	£72,597	£73,664

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

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

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 8d		Move across on 1 April each year		
Old pay point	Years of experience	2018/19	2019/20	2020/21
45	< 1 year	£70,206	£73,936	£75,914
46	1-2 years	£70,206	£73,936	£75,914
47	2-3 years	£73,132	£73,936	£75,914
48	3-4 years	£76,707	£77,550	*£77,863
49	4-5 years	£80,606	£81,493	*£81,821
50	5+ years	£85,333	£86,687	£87,754

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

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

Band 9		Move across on 1 April each year		
Old pay point	Years of experience	2018/19	2019/20	2020/21
49	< 1 year	£84,507	£89,537	£91,004
50	1-2 years	£84,507	£89,537	£91,004
51	2-3 years	£88,563	£89,537	£91,004
52	3-4 years	£92,814	£93,835	*£94,213
53	4-5 years	£97,269	£98,339	*£98,736
54	5+ years	£102,506	£103,860	£104,927

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

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