

NHS Agenda for Change pay scales England – 2014/2015

Agenda for Change pay bands effective from 1 April 2014

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	
14,294	14,294	16,271	18,838	21,478	25,783	30,764	39,239	45,707	54,998	65,922	77,850
14,653	14,653	16,811	19,268	22,016	26,822	31,768	40,558	47,088	56,504	67,805	81,618
15,013	15,013	17,425	19,947	22,903	27,901	32,898	42,190	49,473	59,016	70,631	85,535
	15,432	17,794	20,638	23,825	28,755	34,530	43,822	52,235	61,779	74,084	89,640
	15,851	18,285	21,265	24,799	29,759	35,536	45,707	54,998	65,922*	77,850*	93,944*
	16,271	18,838	21,478	25,783	30,764	36,666	47,088	56,504	67,805*	81,618*	98,453*
	16,811	19,268	22,016	26,822	31,768	37,921					
	17,425			27,901	32,898	39,239					
					34,530	40,558					

* Pay spine points at the top of pay band 8C, 8D and the top of pay band 9 are annually earned.

The minimum starting salary for a registered nurse is £21,478.

To calculate your hourly rate divide your annual basic salary by 52.14 and then by 37.5.

Further copies of the pay scales can be downloaded from www.rcn.org.uk/publications

Non-consolidated payments from 1 April 2014

Staff who, on 31 March 2014, are on the top pay point in their pay band, will receive a non-consolidated payment, paid in monthly instalments, with effect from 1 April 2014 and ending on 31 March 2015.

Pay band	Pay spine point (top pay point in each pay band)	Annual non-consolidated sum effective from 1 April 2014	Pay band	Pay spine point (top pay point in each pay band)	Annual non-consolidated sum effective from 1 April 2014
1	3	£151	7	34	£406
2	8	£175	8A	38	£471
3	12	£193	8B	42	£566
4	17	£221	8C	46	£679
5	23	£280	8D	50	£817
6	29	£346	9	54	£985

High cost area supplements from 1 April 2014

Area	Level (1 April 2014)
Inner London	20% of basic salary (subject to a minimum payment of £4,076 and a maximum payment of £6,279)
Outer London	15% of basic salary (subject to a minimum payment of £3,448 and a maximum payment of £4,395)
Fringe	5% of basic salary (subject to a minimum payment of £942 and a maximum payment of £1,632)

Arrangements for working or providing emergency cover outside normal hours (unsocial hours and on-call) are outlined in Section 2 of the *Agenda for Change Terms and Conditions handbook*. The full AfC handbook can be found at

www.nhsemployers.org/PayAndContracts/AgendaForChange For more information visit: www.rcn.org/pay

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