

NHS Terms and Conditions 2020 (Agenda for Change)

Pay bands and pay points from 1 April 2020
(England)

| Band | Previous spine point | Min years of experience | Annual pay |
|---------------|----------------------|-------------------------|------------|
| Band 1 | 2 | < 1 year | £18,005 |
| | 3 | 1+ years | £18,005 |
| Band 2 | 2 | < 1 year | £18,005 |
| | 3 | 1-2 years | £18,005 |
| | 4 | 2-3 years | £19,337 |
| | 5 | 3-4 years | £19,337 |
| | 6 | 4-5 years | £19,337 |
| | 7 | 5-6 years | £19,337 |
| | 8 | 6+ years | £19,337 |
| Band 3 | 6 | < 1 year | £19,737 |
| | 7 | 1-2 years | £19,737 |
| | 8 | 2-3 years | £21,142 |
| | 9 | 3-4 years | £21,142 |
| | 10 | 4-5 years | £21,142 |
| | 11 | 5-6 years | £21,142 |
| | 12 | 6+ years | £21,142 |
| Band 4 | 11 | < 1 year | £21,892 |
| | 12 | 1-2 years | £21,892 |
| | 13 | 2-3 years | £21,892 |
| | 14 | 3-4 years | £24,157 |
| | 15 | 4-5 years | £24,157 |
| | 16 | 5-6 years | £24,157 |
| | 17 | 6+ years | £24,157 |
| Band 5 | 16 | < 1 year | £24,907 |
| | 17 | 1-2 years | £24,907 |
| | 18 | 2-3 years | £26,970 |
| | 19 | 3-4 years | £26,970 |
| | 20 | 4-5 years | £27,416 |
| | 21 | 5-6 years | £27,416 |
| | 22 | 6-7 years | £30,615 |
| Band 6 | 21 | < 1 year | £31,365 |
| | 22 | 1-2 years | £31,365 |
| | 23 | 2-3 years | £33,176 |
| | 24 | 3-4 years | £33,176 |
| | 25 | 4-5 years | £33,176 |
| | 26 | 5-6 years | £33,779 |
| | 27 | 6-7 years | £33,779 |
| | 28 | 7-8 years | £37,890 |
| 29 | 8+ years | £37,890 | |

| Band | Previous spine point | Min years of experience | Annual pay |
|----------------|----------------------|-------------------------|------------|
| Band 7 | 26 | < 1 year | £38,890 |
| | 27 | 1-2 years | £38,890 |
| | 28 | 2-3 years | £40,894 |
| | 29 | 3-4 years | £40,894 |
| | 30 | 4-5 years | £40,894 |
| | 31 | 5-6 years | £41,723 |
| | 32 | 6-7 years | £41,723 |
| | 33 | 7-8 years | £44,503 |
| | 34 | 8+ years | £44,503 |
| | Band 8A | 33 | < 1 year |
| 34 | | 1-2 years | £45,753 |
| 35 | | 2-3 years | £45,753 |
| 36 | | 3-4 years | *£45,753 |
| 37 | | 4-5 years | *£45,753 |
| 38 | | 5+ years | £51,668 |
| Band 8B | | 37 | < 1 year |
| | 38 | 1-2 years | £53,168 |
| | 39 | 2-3 years | £53,168 |
| | 40 | 3-4 years | *£53,168 |
| | 41 | 4-5 years | *£53,168 |
| | 42 | 5+ years | £62,001 |
| Band 8C | 41 | < 1 year | £63,751 |
| | 42 | 1-2 years | £63,751 |
| | 43 | 2-3 years | £63,751 |
| | 44 | 3-4 years | *£63,751 |
| | 45 | 4-5 years | *£63,751 |
| Band 8D | 46 | 5+ years | £73,664 |
| | 45 | < 1 year | £75,914 |
| | 46 | 1-2 years | £75,914 |
| | 47 | 2-3 years | £75,914 |
| | 48 | 3-4 years | *£75,914 |
| | 49 | 4-5 years | *£75,914 |
| | 50 | 5+ years | £87,754 |
| Band 9 | 49 | < 1 year | £91,004 |
| | 50 | 1-2 years | £91,004 |
| | 51 | 2-3 years | £91,004 |
| | 52 | 3-4 years | *£91,004 |
| | 53 | 4-5 years | *£91,004 |
| | 54 | 5+ years | £104,927 |