

Payments for working outside normal hours

Pay Band	All time on Saturday (midnight to midnight) and any week day after 8pm and before 6am	All time on Sundays and Public Holidays (midnight to midnight)
1	Time plus 50%	Double Time
2	Time plus 44%	Time plus 88%
3	Time plus 37%	Time plus 74%
4 - 9	Time plus 30%	Time plus 60%

Applicable in Early Implementers and Ambulance Trusts only:

Average unsocial hours	Percentage enhancement to basic salary	
	Bands 1-7	Band 8-9
0-5	Local agreement	Local agreement
5-9	9%	9%
10-13	13%	10%
14-17	17%	10%
18-21	21%	10%
21+	25%	10%

High Cost Area Supplements from 1 April 2015

Area	Level (1 April 2015)
Inner London	20% of basic salary (subject to a minimum payment of £4,117 and a maximum payment of £6,342)
Outer London	15% of basic salary (subject to a minimum payment of £3,483 and a maximum of £4,439)
Fringe	5% of basic salary (subject to a minimum payment of £951 and a maximum payment of £1,649)

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Printed and published by UNISON, 130 Euston Road,
London NW1 2AY CU/2015/23097 Stock no. 3110

Agenda For Change
ENGLAND PAY RATES
2015/2016

AGENDA FOR CHANGE PAY BANDS EFFB07W 1 APRIL 2015

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	
15,100	15,100	16,633	19,027	21,692	26,041	31,072	39,632	46,164	55,548	65,922	77,850
15,363	15,363	17,179	19,461	22,236	27,090	32,086	40,964	47,559	57,069	67,805	81,618
	15,786	17,800	20,147	23,132	28,180	33,227	42,612	49,968	59,016	70,631	85,535
	16,210	17,972	20,844	24,063	29,043	34,876	44,261	52,757	61,779	74,084	89,640
	16,633	18,468	21,477	25,047	30,057	35,891	46,164	55,548	*65,922	*77,850	*93,944
	17,179	19,027	21,692	26,041	31,072	37,032	47,559	57,069	*67,805	*81,618	*98,453
	17,800	19,461	22,236	27,090	32,086	38,300					
				28,180	33,227	39,632					
					34,876	40,964					

*Pay spine points 45 and 46 at the top of pay band 8C; pay spine points 49 and 50 at the top of pay band 8D and pay spine points 53 and 54. At the top of pay band 9 are annually earned.

'From 1 April 2015 to 31 March 2016, staff in England on pay spine points 34 to 54 (shaded area) will not be eligible for incremental pay progression'

NHS minimum wage is £7.72.

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