



## NHS PAY - What would the offers mean to you?



- 1% INCREASE - as recommended by Government

2020/21 hourly rate (£)	2020/21 annual value (£)	2021 - 2022 - 1% Increase						All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am		All time on Sundays and Public Holidays (midnight to midnight)	
		Hourly Increase	New Hourly Rate	Weekly Increase based on 37.5 hours	Salary Increase	New Salary	New Enhancement	Hourly Rate + Enhancement	New Enhancement	Hourly Rate + Enhancement	
Band 1	£9.21	£18,005	£0.09	£9.30	£3.45	£180.05	£18,185.05	£4.37	£13.67	£8.74	£18.05
Band 2	£9.21	£18,005	£0.09	£9.30	£3.45	£180.05	£18,185.05	£3.81	£13.12	£7.72	£17.02
	£9.89	£19,337	£0.10	£9.99	£3.71	£193.37	£19,530.37	£4.10	£14.08	£8.29	£18.28
Band 3	£10.09	£19,737	£0.10	£10.19	£3.78	£197.37	£19,934.37	£3.57	£13.76	£7.03	£17.22
	£10.81	£21,142	£0.11	£10.92	£4.05	£211.42	£21,353.42	£3.82	£14.74	£7.53	£18.45
Band 4	£11.20	£21,892	£0.11	£11.31	£4.20	£218.92	£22,110.92	£3.39	£14.71	£6.79	£18.10
	£12.35	£24,157	£0.12	£12.47	£4.63	£241.57	£24,398.57	£3.74	£16.22	£7.48	£19.96
Band 5	£12.74	£24,907	£0.13	£12.87	£4.78	£249.07	£25,156.07	£3.86	£16.73	£7.72	£20.59
	£13.79	£26,970	£0.14	£13.93	£5.17	£269.70	£27,239.70	£4.18	£18.11	£8.36	£22.28
	£14.02	£27,416	£0.14	£14.16	£5.26	£274.16	£27,690.16	£4.25	£18.41	£8.50	£22.66
	£15.66	£30,615	£0.16	£15.82	£5.87	£306.15	£30,921.15	£4.74	£20.56	£9.49	£25.31
Band 6	£16.04	£31,365	£0.16	£16.20	£6.02	£313.65	£31,678.65	£4.86	£21.06	£9.72	£25.92

	£16.97	£33,176	£0.17	£17.14	£6.36	£331.76	£33,507.76	£5.14	£22.28	£10.28	£27.42
	£17.28	£33,779	£0.17	£17.45	£6.48	£337.79	£34,116.79	£5.24	£22.69	£10.47	£27.92
	£19.38	£37,890	£0.19	£19.57	£7.27	£378.90	£38,268.90	£5.87	£25.45	£11.74	£31.32
Band 7	£19.89	£38,890	£0.20	£20.09	£7.46	£388.90	£39,278.90	£6.03	£26.12	£12.05	£32.14
	£20.91	£40,894	£0.21	£21.12	£7.84	£408.94	£41,302.94	£6.34	£27.45	£12.67	£33.79
	£20.91	£40,894	£0.21	£21.12	£7.84	£408.94	£41,302.94	£6.34	£27.45	£12.67	£33.79
	£21.34	£41,723	£0.21	£21.55	£8.00	£417.23	£42,140.23	£6.47	£28.02	£12.93	£34.49
	£22.76	£44,503	£0.23	£22.99	£8.54	£445.03	£44,948.03	£6.90	£29.88	£13.79	£36.78
Band 8a	£23.40	£45,753	£0.23	£23.63	£8.78	£457.53	£46,210.53	£7.09	£30.72	£14.18	£37.81
	£24.82	£48,519	£0.25	£25.07	£9.31	£485.19	£49,004.19	£7.52	£32.59	£15.04	£40.11
	£26.43	£51,668	£0.26	£26.69	£9.91	£516.68	£52,184.68	£8.01	£34.70	£16.02	£42.71
Band 8b	£28.36	£55,450	£0.28	£28.65	£10.64	£554.50	£56,004.50	£8.59	£37.24	£17.19	£45.83
	£29.86	£58,383	£0.30	£30.16	£11.20	£583.83	£58,966.83	£9.05	£39.21	£18.10	£48.26
	£31.71	£62,001	£0.32	£32.03	£11.89	£620.01	£62,621.01	£9.61	£41.64	£19.22	£51.25
Band 8c	£33.21	£64,931	£0.33	£33.54	£12.45	£649.31	£65,580.31	£10.06	£43.61	£20.13	£53.67
	£35.44	£69,285	£0.35	£35.79	£13.29	£692.85	£69,977.85	£10.74	£46.53	£21.48	£57.27
	£37.68	£73,664	£0.38	£38.06	£14.13	£736.64	£74,400.64	£11.42	£49.47	£22.83	£60.89
Band 8d	£39.83	£77,863	£0.40	£40.23	£14.94	£778.63	£78,641.63	£12.07	£52.29	£24.14	£64.36
	£41.85	£81,821	£0.42	£42.27	£15.69	£818.21	£82,639.21	£12.68	£54.95	£25.36	£67.63
	£44.89	£87,754	£0.45	£45.34	£16.83	£877.54	£88,631.54	£13.60	£58.94	£27.20	£72.54
Band 9	£48.19	£94,213	£0.48	£48.67	£18.07	£942.13	£95,155.13	£14.60	£63.27	£29.20	£77.88
	£50.50	£98,736	£0.51	£51.01	£18.94	£987.36	£99,723.36	£15.30	£66.31	£30.61	£81.62
	£53.67	£104,927	£0.54	£54.21	£20.13	£1,049.27	£105,976.27	£16.26	£70.47	£32.52	£86.73

- 1%, or £250 for under £24,000 (Full Time) - as referenced by NHSE

2020/21 hourly rate (£)		2020/21 annual value (£)	2021 - 2022 £250 Flat Rate increase 1% Increase or a (whichever is the Greater)						All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am		All time on Sundays and Public Holidays (midnight to midnight)	
			Hourly Increase	New Hourly Rate	Weekly Increase based on 37.5 hours	Salary Increase	New Salary	Percentage Increase	New Enhancement	Hourly Rate + Enhancement	New Enhancement	Hourly Rate + Enhancement
Band 1	£9.21	£18,005	£0.13	£9.34	£4.78	£250.00	£18,255.00	1.39%	£4.39	£13.73	£8.78	£18.11
Band 2	£9.21	£18,005	£0.13	£9.34	£4.78	£250.00	£18,255.00	1.39%	£3.83	£13.17	£7.75	£17.09
	£9.21	£18,005	£0.13	£9.34	£4.78	£250.00	£18,255.00	1.39%	£3.83	£13.17	£7.75	£17.09
	£9.89	£19,337	£0.13	£10.02	£4.83	£250.00	£19,587.00	1.29%	£4.11	£14.13	£8.32	£18.33
Band 3	£10.09	£19,737	£0.13	£10.22	£5.01	£250.00	£19,987.00	1.27%	£3.58	£13.80	£7.05	£17.28
	£10.81	£21,142	£0.13	£10.94	£4.96	£250.00	£21,392.00	1.18%	£3.83	£14.77	£7.55	£18.49
Band 4	£11.20	£21,892	£0.13	£11.33	£4.72	£250.00	£22,142.00	1.14%	£3.40	£14.72	£6.80	£18.12
	£12.35	£24,157	£0.13	£12.48	£5.04	£250.00	£24,407.00	1.03%	£3.75	£16.23	£7.49	£19.98
Band 5	£12.74	£24,907	£0.13	£12.87	£4.78	£249.07	£25,156.07	1.0%	£3.86	£16.73	£7.72	£20.59
	£13.79	£26,970	£0.14	£13.93	£5.17	£269.70	£27,239.70	1.0%	£4.18	£18.11	£8.36	£22.28
	£14.02	£27,416	£0.14	£14.16	£5.26	£274.16	£27,690.16	1.0%	£4.25	£18.41	£8.50	£22.66
	£15.66	£30,615	£0.16	£15.82	£5.87	£306.15	£30,921.15	1.0%	£4.74	£20.56	£9.49	£25.31
Band 6	£16.04	£31,365	£0.16	£16.20	£6.02	£313.65	£31,678.65	1.0%	£4.86	£21.06	£9.72	£25.92
	£16.97	£33,176	£0.17	£17.14	£6.36	£331.76	£33,507.76	1.0%	£5.14	£22.28	£10.28	£27.42
	£17.28	£33,779	£0.17	£17.45	£6.48	£337.79	£34,116.79	1.0%	£5.24	£22.69	£10.47	£27.92
	£19.38	£37,890	£0.19	£19.57	£7.27	£378.90	£38,268.90	1.0%	£5.87	£25.45	£11.74	£31.32
Band 7	£19.89	£38,890	£0.20	£20.09	£7.46	£388.90	£39,278.90	1.0%	£6.03	£26.12	£12.05	£32.14
	£20.91	£40,894	£0.21	£21.12	£7.84	£408.94	£41,302.94	1.0%	£6.34	£27.45	£12.67	£33.79
	£20.91	£40,894	£0.21	£21.12	£7.84	£408.94	£41,302.94	1.0%	£6.34	£27.45	£12.67	£33.79
	£21.34	£41,723	£0.21	£21.55	£8.00	£417.23	£42,140.23	1.0%	£6.47	£28.02	£12.93	£34.49
	£22.76	£44,503	£0.23	£22.99	£8.54	£445.03	£44,948.03	1.0%	£6.90	£29.88	£13.79	£36.78
	£23.40	£45,753	£0.23	£23.63	£8.78	£457.53	£46,210.53	1.0%	£7.09	£30.72	£14.18	£37.81

Band 8a	£24.82	£48,519	£0.25	£25.07	£9.31	£485.19	£49,004.19	1.0%	£7.52	£32.59	£15.04	£40.11
	£26.43	£51,668	£0.26	£26.69	£9.91	£516.68	£52,184.68	1.0%	£8.01	£34.70	£16.02	£42.71
Band 8b	£28.36	£55,450	£0.28	£28.65	£10.64	£554.50	£56,004.50	1.0%	£8.59	£37.24	£17.19	£45.83
	£29.86	£58,383	£0.30	£30.16	£11.20	£583.83	£58,966.83	1.0%	£9.05	£39.21	£18.10	£48.26
	£31.71	£62,001	£0.32	£32.03	£11.89	£620.01	£62,621.01	1.0%	£9.61	£41.64	£19.22	£51.25
Band 8c	£33.21	£64,931	£0.33	£33.54	£12.45	£649.31	£65,580.31	1.0%	£10.06	£43.61	£20.13	£53.67
	£35.44	£69,285	£0.35	£35.79	£13.29	£692.85	£69,977.85	1.0%	£10.74	£46.53	£21.48	£57.27
	£37.68	£73,664	£0.38	£38.06	£14.13	£736.64	£74,400.64	1.0%	£11.42	£49.47	£22.83	£60.89
Band 8d	£39.83	£77,863	£0.40	£40.23	£14.94	£778.63	£78,641.63	1.0%	£12.07	£52.29	£24.14	£64.36
	£41.85	£81,821	£0.42	£42.27	£15.69	£818.21	£82,639.21	1.0%	£12.68	£54.95	£25.36	£67.63
	£44.89	£87,754	£0.45	£45.34	£16.83	£877.54	£88,631.54	1.0%	£13.60	£58.94	£27.20	£72.54
Band 9	£48.19	£94,213	£0.48	£48.67	£18.07	£942.13	£95,155.13	1.0%	£14.60	£63.27	£29.20	£77.88
	£50.50	£98,736	£0.51	£51.01	£18.94	£987.36	£99,723.36	1.0%	£15.30	£66.31	£30.61	£81.62
	£53.67	£104,927	£0.54	£54.21	£20.13	£1,049.27	£105,976.27	1.0%	£16.26	£70.47	£32.52	£86.73

- 2.1% - as previously budgeted for and what the Labour Party are calling for as a minimum

2020/21 hourly rate (£)	2020/21 annual value (£)	2021 - 2022						2.1% Increase		All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am		All time on Sundays and Public Holidays (midnight to midnight)	
		Hourly Increase	New Hourly Rate	Weekly Increase based on 37.5 hours	Salary Increase	New Salary	New Enhancement	Hourly Rate + Enhancement	New Enhancement	Hourly Rate + Enhancement			
Band 1	£9.21	£18,005	£0.19	£9.40	£7.25	£378.11	£18,383.11	£4.42	£13.82	£8.84	£18.24		
Band 2	£9.21	£18,005	£0.19	£9.40	£7.25	£378.11	£18,383.11	£3.86	£13.26	£7.80	£17.21		
	£9.21	£18,005	£0.19	£9.40	£7.25	£378.11	£18,383.11	£3.86	£13.26	£7.80	£17.21		
	£9.89	£19,337	£0.21	£10.10	£7.79	£406.08	£19,743.08	£4.14	£14.24	£8.38	£18.48		
Band 3	£10.09	£19,737	£0.21	£10.30	£7.95	£414.48	£20,151.48	£3.61	£13.91	£7.11	£17.41		
	£10.81	£21,142	£0.23	£11.04	£8.51	£443.98	£21,585.98	£3.86	£14.90	£7.62	£18.65		

Band 4	£11.20	£21,892	£0.24	£11.44	£8.82	£459.73	£22,351.73	£3.43	£14.87	£6.86	£18.30
	£12.35	£24,157	£0.26	£12.61	£9.73	£507.30	£24,664.30	£3.78	£16.39	£7.57	£20.17
Band 5	£12.74	£24,907	£0.27	£13.01	£10.03	£523.05	£25,430.05	£3.90	£16.91	£7.80	£20.81
	£13.79	£26,970	£0.29	£14.08	£10.86	£566.37	£27,536.37	£4.22	£18.30	£8.45	£22.53
	£14.02	£27,416	£0.29	£14.31	£11.04	£575.74	£27,991.74	£4.29	£18.61	£8.59	£22.90
	£15.66	£30,615	£0.33	£15.99	£12.33	£642.92	£31,257.92	£4.80	£20.79	£9.59	£25.58
Band 6	£16.04	£31,365	£0.34	£16.38	£12.63	£658.67	£32,023.67	£4.91	£21.29	£9.83	£26.20
	£16.97	£33,176	£0.36	£17.33	£13.36	£696.70	£33,872.70	£5.20	£22.52	£10.40	£27.72
	£17.28	£33,779	£0.36	£17.64	£13.61	£709.36	£34,488.36	£5.29	£22.94	£10.59	£28.23
	£19.38	£37,890	£0.41	£19.79	£15.26	£795.69	£38,685.69	£5.94	£25.72	£11.87	£31.66
Band 7	£19.89	£38,890	£0.42	£20.31	£15.66	£816.69	£39,706.69	£6.09	£26.40	£12.18	£32.49
	£20.91	£40,894	£0.44	£21.35	£16.47	£858.77	£41,752.77	£6.40	£27.75	£12.81	£34.16
	£20.91	£40,894	£0.44	£21.35	£16.47	£858.77	£41,752.77	£6.40	£27.75	£12.81	£34.16
	£21.34	£41,723	£0.45	£21.79	£16.81	£876.18	£42,599.18	£6.54	£28.32	£13.07	£34.86
	£22.76	£44,503	£0.48	£23.24	£17.92	£934.56	£45,437.56	£6.97	£30.21	£13.94	£37.18
Band 8a	£23.40	£45,753	£0.49	£23.89	£18.43	£960.81	£46,713.81	£7.17	£31.06	£14.33	£38.23
	£24.82	£48,519	£0.52	£25.34	£19.54	£1,018.90	£49,537.90	£7.60	£32.94	£15.20	£40.54
	£26.43	£51,668	£0.56	£26.98	£20.81	£1,085.03	£52,753.03	£8.10	£35.08	£16.19	£43.17
Band 8b	£28.36	£55,450	£0.60	£28.96	£22.34	£1,164.45	£56,614.45	£8.69	£37.65	£17.38	£46.33
	£29.86	£58,383	£0.63	£30.49	£23.52	£1,226.04	£59,609.04	£9.15	£39.64	£18.29	£48.78
	£31.71	£62,001	£0.67	£32.38	£24.97	£1,302.02	£63,303.02	£9.71	£42.09	£19.43	£51.81
Band 8c	£33.21	£64,931	£0.70	£33.91	£26.16	£1,363.55	£66,294.55	£10.17	£44.08	£20.35	£54.26
	£35.44	£69,285	£0.74	£36.18	£27.91	£1,454.99	£70,739.99	£10.86	£47.04	£21.71	£57.89
	£37.68	£73,664	£0.79	£38.47	£29.67	£1,546.94	£75,210.94	£11.54	£50.01	£23.08	£61.55
Band 8d	£39.83	£77,863	£0.84	£40.66	£31.36	£1,635.12	£79,498.12	£12.20	£52.86	£24.40	£65.06
	£41.85	£81,821	£0.88	£42.73	£32.96	£1,718.24	£83,539.24	£12.82	£55.55	£25.64	£68.37
	£44.89	£87,754	£0.94	£45.83	£35.35	£1,842.83	£89,596.83	£13.75	£59.58	£27.50	£73.33
Band 9	£48.19	£94,213	£1.01	£49.20	£37.95	£1,978.47	£96,191.47	£14.76	£63.96	£29.52	£78.72
	£50.50	£98,736	£1.06	£51.56	£39.77	£2,073.46	£100,809.46	£15.47	£67.03	£30.94	£82.50
	£53.67	£104,927	£1.13	£54.80	£42.27	£2,203.47	£107,130.47	£16.44	£71.24	£32.88	£87.68

- GMB Pay Claim: 15%, or £2 per hour (whichever is the greatest)**

2020/21 hourly rate (£)		2020/21 annual value (£)	HYBRID - 15% Percent or £2 per hour Increase (whichever is the Higher)		2021/22 - Annual Increase and New Salary		All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am		All time on Sundays and Public Holidays (midnight to midnight)	
			New Hourly Rate	Percentage Increase			Enhancement	Hourly Rate + Enhancement	Enhancement	Hourly Rate + Enhancement
Band 1	£9.21	£18,005	£11.21	21.7%	£3,910.00	£21,915.00	£5.27	£16.48	£10.54	£21.75
Band 2	£9.21	£18,005	£11.21	21.7%	£3,910.00	£21,915.00	£4.60	£15.81	£9.30	£20.51
	£9.89	£19,337	£11.89	20.2%	£3,910.00	£23,247.00	£4.87	£16.76	£9.87	£21.76
Band 3	£10.09	£19,737	£12.09	19.8%	£3,910.00	£23,647.00	£4.23	£16.32	£8.34	£20.43
	£10.81	£21,142	£12.81	18.5%	£3,910.00	£25,052.00	£4.48	£17.29	£8.84	£21.65
Band 4	£11.20	£21,892	£13.20	17.9%	£3,910.00	£25,802.00	£3.96	£17.16	£7.92	£21.12
	£12.35	£24,157	£14.35	16.2%	£3,910.00	£28,067.00	£4.31	£18.66	£8.61	£22.96
Band 5	£12.74	£24,907	£14.74	15.7%	£3,910.00	£28,817.00	£4.42	£19.16	£8.84	£23.58
	£13.79	£26,970	£15.86	15.0%	£4,045.50	£31,015.50	£4.76	£20.62	£9.52	£25.37
	£14.02	£27,416	£16.12	15.0%	£4,112.40	£31,528.40	£4.84	£20.96	£9.67	£25.80
	£15.66	£30,615	£18.01	15.0%	£4,592.25	£35,207.25	£5.40	£23.41	£10.81	£28.81
Band 6	£16.04	£31,365	£18.45	15.0%	£4,704.75	£36,069.75	£5.53	£23.98	£11.07	£29.51
	£16.97	£33,176	£19.52	15.0%	£4,976.40	£38,152.40	£5.85	£25.37	£11.71	£31.22
	£17.28	£33,779	£19.87	15.0%	£5,066.85	£38,845.85	£5.96	£25.83	£11.92	£31.80
	£19.38	£37,890	£22.29	15.0%	£5,683.50	£43,573.50	£6.69	£28.97	£13.37	£35.66
Band 7	£19.89	£38,890	£22.87	15.0%	£5,833.50	£44,723.50	£6.86	£29.74	£13.72	£36.60
	£20.91	£40,894	£24.05	15.0%	£6,134.10	£47,028.10	£7.21	£31.26	£14.43	£38.47
	£20.91	£40,894	£24.05	15.0%	£6,134.10	£47,028.10	£7.21	£31.26	£14.43	£38.47
	£21.34	£41,723	£24.54	15.0%	£6,258.45	£47,981.45	£7.36	£31.90	£14.72	£39.27
	£22.76	£44,503	£26.17	15.0%	£6,675.45	£51,178.45	£7.85	£34.03	£15.70	£41.88
Band 8a	£23.40	£45,753	£26.91	15.0%	£6,862.95	£52,615.95	£8.07	£34.98	£16.15	£43.06
	£26.42	£51,668	£30.38	15.0%	£7,750.20	£59,418.20	£9.11	£39.50	£18.23	£48.61
Band 8b	£28.36	£55,450	£32.62	15.0%	£8,317.50	£63,767.50	£9.79	£42.40	£19.57	£52.19

	£29.86	£58,383	£34.34	15.0%	£8,757.45	£67,140.45	£10.30	£44.65	£20.61	£54.95
	£31.71	£62,001	£36.47	15.0%	£9,300.15	£71,301.15	£10.94	£47.41	£21.88	£58.35
Band 8c	£33.21	£64,931	£38.19	15.0%	£9,739.65	£74,670.65	£11.46	£49.65	£22.92	£61.11
	£35.44	£69,285	£40.76	15.0%	£10,392.75	£79,677.75	£12.23	£52.98	£24.45	£65.21
	£37.68	£73,664	£43.33	15.0%	£11,049.60	£84,713.60	£13.00	£56.33	£26.00	£69.33
Band 8d	£39.83	£77,863	£45.80	15.0%	£11,679.45	£89,542.45	£13.74	£59.54	£27.48	£73.28
	£41.85	£81,821	£48.13	15.0%	£12,273.15	£94,094.15	£14.44	£62.57	£28.88	£77.01
	£44.89	£87,754	£51.62	15.0%	£13,163.10	£100,917.10	£15.49	£67.11	£30.97	£82.59
Band 9	£48.19	£94,213	£55.42	15.0%	£14,131.95	£108,344.95	£16.63	£72.05	£33.25	£88.67
	£50.50	£98,736	£58.08	15.0%	£14,810.40	£113,546.40	£17.42	£75.50	£34.85	£92.93
	£53.67	£104,927	£61.72	15.0%	£15,739.05	£120,666.05	£18.52	£80.24	£37.03	£98.75