

Understanding the Pay Charts

The new pay deal is a complex arrangement over the next three years as we move from one pay structure to a new one, via a three year transition period. There are a number of charts being used showing different aspects of the restructure process, so this is a quick guide to the key charts available and indicates the charts that should be used to look at individual pay.

1. Pay Journey Chart (for individuals)

This pay journey chart relates to individuals and shows the amount you will be on in each of the three years of the deal. **NB. To track your pay using this chart you need to identify the pay point you were on as of 31 March 2018 ie. not taking into account any changes since then.**

You can see this chart in full as part of the framework agreement on P12-14, which can be found [here](#)



Band	Spine Point	2017/18 (current)	2018/19 (Year 1)	2019/20 (Year 2)	2020/21 (Year 3)	Earnings gain (£)	Earnings gain (%)
1	2	£15,404	£17,460	£17,652	£18,005	£2,601	16.89%
	3	£15,671	£17,460	£17,652	£18,005	£2,334	14.89%
2	2	£15,404	£17,460	£17,652	£19,337	£3,933	25.53%
	3	£15,671	£17,460	£17,652	£19,337	£3,666	23.39%
	4	£16,104	£17,460	£17,652	£19,337	£3,233	20.08%
	5	£16,536	£17,460	£17,983	£19,337	£2,801	16.94%
	6	£16,968	£17,787	£19,020	£19,337	£2,369	13.96%
	7	£17,524	£18,702	£19,020	£19,337	£1,813	10.35%
3	8	£18,157	£18,702	£19,020	£19,337	£1,180	6.50%
	6	£16,968	£17,787	£18,813	£21,142	£4,174	24.60%
	7	£17,524	£18,429	£18,813	£21,142	£3,618	20.65%
	8	£18,157	£18,608	£19,332	£21,142	£2,985	16.44%
	9	£18,333	£19,122	£19,917	£21,142	£2,809	15.32%
	10	£18,839	£19,700	£20,795	£21,142	£2,303	12.22%
	11	£19,409	£20,448	£20,795	£21,142	£1,733	8.93%
	12	£19,852	£20,448	£20,795	£21,142	£1,290	6.50%
		£19,409	£20,150	£21,089	£24,157	£4,748	24.46%



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		19	20	21	22	23	24	25	26	27	28	29	30	31	32	
5	19	£24,547	£25,934	£27,260	£30,615	£6,068	24.72%									
	20	£25,551	£26,963	£28,358	£30,615	£5,064	19.82%									
	21	£26,565	£28,050	£30,112	£30,615	£4,050	15.25%									
	22	£27,635	£29,608	£30,112	£30,615	£2,980	10.78%									
	23	£28,746	£29,608	£30,112	£30,615	£1,869	6.50%									
6	21	£26,565	£28,050	£30,401	£33,176	£6,611	24.89%									
	22	£27,635	£29,177	£32,525	£33,176	£5,541	20.05%									
	23	£28,746	£30,070	£32,525	£33,779	£5,033	17.51%									
	24	£29,626	£31,121	£32,525	£33,779	£4,153	14.02%									
	25	£30,661	£32,171	£33,587	£37,890	£7,229	23.58%									
	26	£31,696	£33,222	£34,782	£37,890	£6,194	19.54%									
	27	£32,731	£34,403	£37,267	£37,890	£5,159	15.76%									
28	£33,895	£36,644	£37,267	£37,890	£3,995	11.79%										
29	£35,577	£36,644	£37,267	£37,890	£2,313	6.50%										
7	26	£31,696	£33,222	£37,570	£40,894	£9,198	29.02%									
	27	£32,731	£34,403	£37,570	£40,894	£8,163	24.94%									
	28	£33,895	£36,111	£38,765	£41,723	£7,828	23.09%									
	29	£35,577	£37,161	£38,765	£41,723	£6,146	17.28%									
	30	£36,612	£38,344	£40,092	£44,503	£7,891	21.55%									
	31	£37,777	£39,656	£41,486	£44,503	£6,726	17.80%									
32	£39,070	£41,034	£43,772	£44,503	£5,433	13.91%										

For a more detailed breakdown of what you will be on and when you should refer to the pay journey tool:

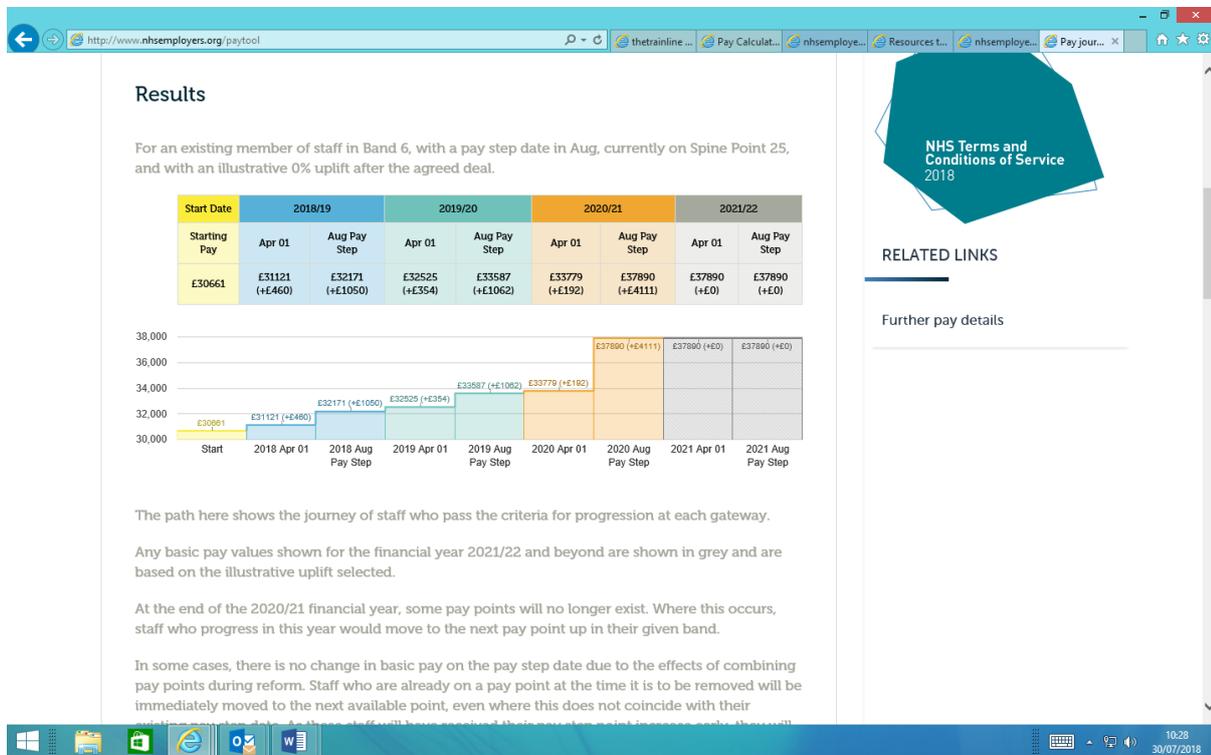
<http://www.nhsemployers.org/paytool>

2. Pay Journey Tool (for individuals)

The pay journey tool also relates to your individual pay over the next three years and requires you to enter your individual information of: band; pay point (as of March 31st 2018); and the month of your normal incremental date.

The example below is for Band 6, pay point 25, with an incremental date in August. You will see that on each incremental date you will be on the same rate of pay as that shown on the pay journey chart above.

You can access the full pay journey tool here <http://www.nhsemployers.org/paytool>





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3. Reform of Structure Charts (for the pay system, not showing pay for individuals)

The other key charts available are designed to show how the pay points change during transition as some are merged and some disappear. These **cannot** be read straight across to see what you individually will be on during transition.

Example - Band 6

For example, the chart below shows how each point changes over the three years.

The bottom point of band 6 is shown in the first line reading across:

- In 2017/18 it was £26,565
- In 2018/19 the bottom will be £28,050
- By 2019/20 it will be £30,401
- And by 2020/21 the bottom point will be £31,365 for new starters coming in to band 6.

By the end of the three years of the pay deal, band 6 will have 3 pay points in it for the future. In addition, there will be 1 remaining transition point (see final column and read down):

- £31,365– for new starters to the band
- £33,176 – mid pay step (after 2 years in the band)
- £33,779 – remaining transition point that will disappear as any staff on this move to the top point in 2021/22.
- £37,890 – top of band (after 5 years total in the band - 2 at the first point and 3 at the middle point). Most current staff in band 6 will have reached this point by the end of the 3 years of the pay deal, if they remain in band 6.

You can access the full reform of structure chart in the framework agreement, Annex A P.10-11 which can be found [here](#)



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FINAL Framework agreement 21 March 2018 - Adobe Acrobat Reader DC

TOP	8	£28,746	£29,608	£30,112	£30,615
Band 6	1	£26,565	£28,050	£30,401	£31,365
	2	£27,635	£28,050	£30,401	£31,365
	3	£28,746	£29,177	£30,401	£33,176
	4	£29,626	£30,070	£32,525	£33,176
	5	£30,661	£31,121	£32,525	£33,176
	6	£31,696	£32,171	£32,525	£33,779
	7	£32,731	£33,222	£33,587	£33,779

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TOP	8	£33,895	£34,403	£34,782	£37,890
Band 7	1	£31,696	£33,222	£37,570	£38,890
	2	£32,731	£33,222	£37,570	£38,890
	3	£33,895	£34,403	£37,570	£40,894

The same table has also been produced in the following format. You will see that the pay figures are the same.

You can access the full reform of structure chart in this format [here](#)

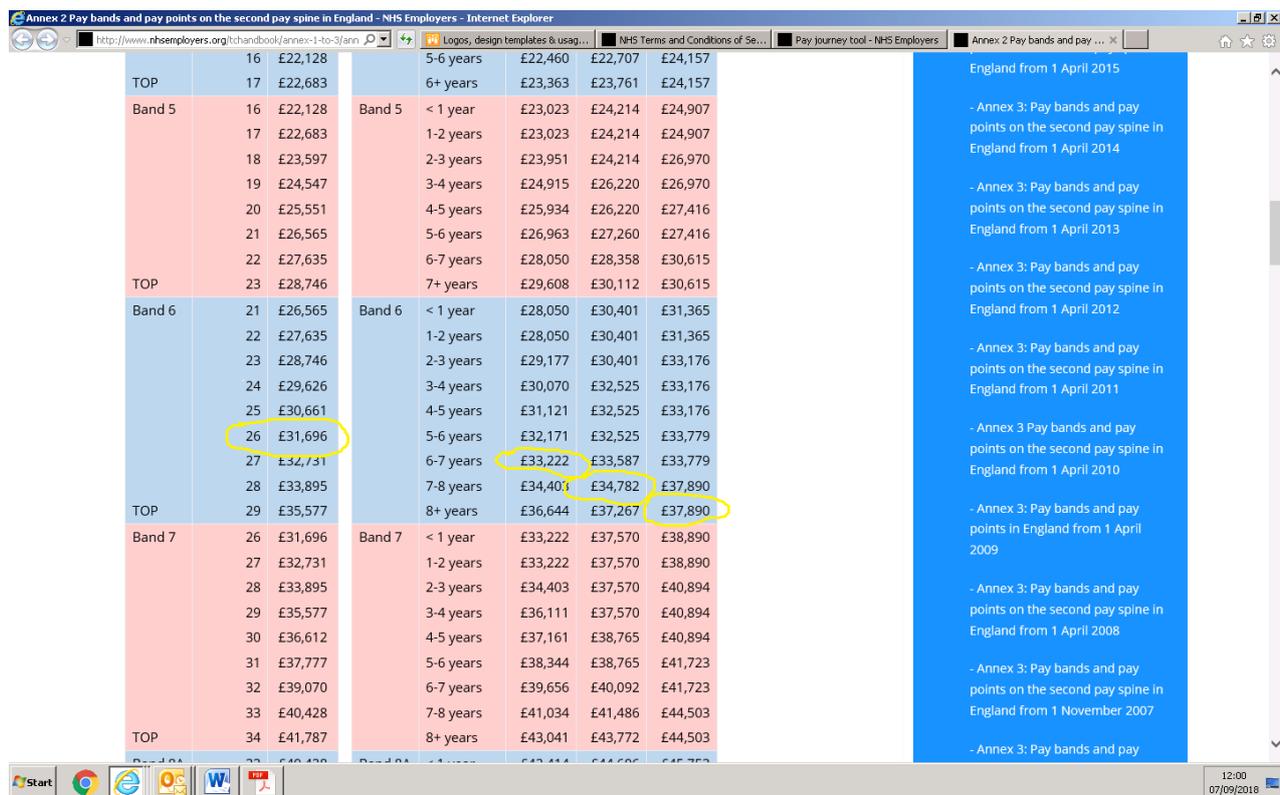
http://www.nhsemployers.org/tchandbook/annex-1-to-3/annex-2-pay-bands-and-pay-points-on-the-sec... | thetraini... | Pay Calc... | nhsemp... | Resource... | nhsemp... | Pay Journ... | Annex... X

	12	£19,852		1-2 years	£20,150	£21,089	£21,892	
	13	£20,551		2-3 years	£20,859	£21,089	£21,892	
	14	£21,263		3-4 years	£21,582	£21,819	£24,157	
	15	£21,909		4-5 years	£22,238	£22,482	£24,157	
	16	£22,128		5-6 years	£22,460	£22,707	£24,157	
TOP	17	£22,683		6+ years	£23,363	£23,761	£24,157	
Band 5	16	£22,128	Band 5	< 1 year	£23,023	£24,214	£24,907	
	17	£22,683		1-2 years	£23,023	£24,214	£24,907	
	18	£23,597		2-3 years	£23,951	£24,214	£26,970	
	19	£24,547		3-4 years	£24,915	£26,220	£26,970	
	20	£25,551		4-5 years	£25,934	£26,220	£27,416	
	21	£26,565		5-6 years	£26,963	£27,260	£27,416	
	22	£27,635		6-7 years	£28,050	£28,358	£30,615	
TOP	23	£28,746		7+ years	£29,608	£30,112	£30,615	
Band 6	21	£26,565	Band 6	< 1 year	£28,050	£30,401	£31,365	
	22	£27,635		1-2 years	£28,050	£30,401	£31,365	
	23	£28,746		2-3 years	£29,177	£30,401	£33,176	
	24	£29,626		3-4 years	£30,070	£32,525	£33,176	
	25	£30,661		4-5 years	£31,121	£32,525	£33,176	
	26	£31,696		5-6 years	£32,171	£32,525	£33,779	
	27	£32,731		6-7 years	£33,222	£33,587	£33,779	
	28	£33,895		7-8 years	£34,403	£34,782	£37,890	
TOP	29	£35,577		8+ years	£36,644	£37,267	£37,890	
Band 7	26	£31,696	Band 7	< 1 year	£33,222	£37,570	£38,890	
	27	£32,731		1-2 years	£33,222	£37,570	£38,890	
	28	£33,895		2-3 years	£34,403	£37,570	£40,894	
	29	£35,577		3-4 years	£36,111	£37,570	£40,894	
	30	£36,612		4-5 years	£37,161	£38,765	£40,894	

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If you do want to use the above table to read your own pay journey then you can use a diagonal method as described on the NHS Employers website [here](#)

However, we would recommend the pay journey tool (in 2 above) as a much easier way of doing this.



Band	Point	Salary	Experience	Salary	Salary	Salary	
TOP	16	£22,128	5-6 years	£22,460	£22,707	£24,157	
	17	£22,683	6+ years	£23,363	£23,761	£24,157	
Band 5	16	£22,128	< 1 year	£23,023	£24,214	£24,907	
	17	£22,683	1-2 years	£23,023	£24,214	£24,907	
	18	£23,597	2-3 years	£23,951	£24,214	£26,970	
	19	£24,547	3-4 years	£24,915	£26,220	£26,970	
	20	£25,551	4-5 years	£25,934	£26,220	£27,416	
	21	£26,565	5-6 years	£26,963	£27,260	£27,416	
	22	£27,635	6-7 years	£28,050	£28,358	£30,615	
TOP	23	£28,746	7+ years	£29,608	£30,112	£30,615	
Band 6	21	£26,565	< 1 year	£28,050	£30,401	£31,365	
	22	£27,635	1-2 years	£28,050	£30,401	£31,365	
	23	£28,746	2-3 years	£29,177	£30,401	£33,176	
	24	£29,626	3-4 years	£30,070	£32,525	£33,176	
	25	£30,661	4-5 years	£31,121	£32,525	£33,176	
	26	£31,696	5-6 years	£32,171	£32,525	£33,779	
	27	£32,731	6-7 years	£33,222	£33,587	£33,779	
	28	£33,895	7-8 years	£34,401	£34,782	£37,890	
TOP	29	£35,577	8+ years	£36,644	£37,267	£37,890	
Band 7	26	£31,696	< 1 year	£33,222	£37,570	£38,890	
	27	£32,731	1-2 years	£33,222	£37,570	£38,890	
	28	£33,895	2-3 years	£34,403	£37,570	£40,894	
	29	£35,577	3-4 years	£36,111	£37,570	£40,894	
	30	£36,612	4-5 years	£37,161	£38,765	£40,894	
	31	£37,777	5-6 years	£38,344	£38,765	£41,723	
	32	£39,070	6-7 years	£39,656	£40,092	£41,723	
	33	£40,428	7-8 years	£41,034	£41,486	£44,503	
	TOP	34	£41,787	8+ years	£43,041	£43,772	£44,503