

# Agenda for Change: Pay Bands and Pay Points on Second and Third Pay Spines From 1 April 2005

Point	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	
1	11,494	<i>11,494*</i>										
2	11,879	11,879	<i>12,044*</i>									
3	12,209	12,209										
4	12,539	12,539	<i>12,539*</i>									
5		12,924										
6		13,309	<i>13,144*</i>									
7		13,694	13,694	<i>13,914*</i>								
8		14,189	14,189									
9		14,739	14,739	<i>14,739*</i>								
10			15,069									
11			15,509	<i>15,289*</i>								
12			16,004	16,004								
13			16,389	16,389	<i>16,389*</i>							
14				16,994	<i>17,049*</i>							
15				17,598	<i>17,598*</i>							
16				18,148								
17				18,698	18,698							
18				19,248	19,248	<i>19,523*</i>						
19					19,798							
20					20,458	<i>20,458*</i>						
21					21,118							
22					21,723	<i>21,448*</i>						
23					22,328	22,328						
24					23,208	23,208	<i>22,768*</i>					
25					24,198	24,198	<i>24,198*</i>					
26						25,188						
27						26,068	<i>25,628*</i>					
28						26,948	26,948					
29						27,828	27,828					
30						28,817	28,817					
31						30,247	30,247					
32							31,127	<i>31,127*</i>				
33							32,117	<i>32,117*</i>				
34							33,217	<i>33,217*</i>				
35							34,372	34,372				
36							35,527	<i>35,527*</i>				
37							36,957	<i>36,957*</i>				
38							38,387	<i>38,387*</i>				
39							40,036	40,036				
40							41,246	41,246			<i>41,246*</i>	
41								43,336	<i>43,336*</i>			
42								45,756	<i>45,756*</i>			
43								48,176	48,176			
44								49,496	49,496		<i>49,496*</i>	
45								51,695	<i>51,695*</i>			
46								54,115	<i>54,115*</i>			
47								57,745	57,745			
48								59,395	59,395		<i>59,395*</i>	
49											61,870	<i>61,870*</i>
50											64,894	<i>64,894*</i>
51											68,194	68,194
52											71,494	71,494
53											74,925	74,925
54											78,521	78,521
55											82,291	82,291
56											86,240	86,240

**Notes:**

1. Pay rates in italic are special transitional points which apply only during assimilation to the new system. They are shown here for convenience. They are explained more fully in section 46 of the NHS Terms and Conditions Handbook.

2. The 2<sup>nd</sup> pay spine is for those staff covered by the Nursing and Other Health Professions Review Body and the 3<sup>rd</sup> Pay Spine is for those covered by the Pay Negotiating Council. (see section 40 of the NHS Terms and Conditions Handbook for further detail.)
3. Under Agenda for Change Job Evaluation determines pay. The job evaluation scheme aims to provide a structured method of comparing job demands in order to allocate jobs within the new pay structure. It covers the diverse demands present in NHS posts and is supported by equal pay principles to ensure that all jobs and job holders are treated fairly.(see section 6 of the NHS Terms and Conditions Handbook for further detail.) In addition, through the Knowledge and Skills Framework staff will be rewarded for developing their roles and taking on greater responsibility, providing opportunities for career progression and to move through the new pay band.