

Agenda for change - pay rates

The following is a guide only to NHS Terms and Conditions of Service ([Agenda for Change](#) ^[1]) pay rates from April 2018. You should always check with the employer to confirm the pay rate for any post for which you are applying. Full details can be found on the [NHS Employers website](#) ^[2].

This pay system covers all staff except doctors, dentists and very senior managers. Each of the nine pay bands has a number of pay points. Staff will normally progress to the next pay point annually until they reach the top of the pay band. In addition to basic pay, there is also extra pay for staff who work in high cost areas such as around London.

Band 1 (Please note that following the 2018 pay deal, band 1 closed to new entrants from 1 December 2018).

< 1 year experience	£17,460
1+ years	£17,460

Possible roles at band 1 - [domestic support worker](#) ^[3], [housekeeping assistant](#) ^[4], ^[5] [driver](#) ^[6] and [nursery assistant](#) ^[7].

Band 2

< 1 year experience	£17,460
1-2 years	£17,460
2-3 years	£17,460
3-4 years	£17,460
4-5 years	£17,460
5-6 years	£17,787
6+ years	£18,702

Possible roles at band 2 - [domestic support worker](#) ^[3], [housekeeping assistant](#) ^[4], ^[5] [driver](#) ^[6], [nursery assistant](#) ^[7], [domestic team leader](#) ^[3], [security officer](#) ^[8], [secretary/typist](#) ^[9] and [healthcare assistant](#) ^[10].

Band 3

<1 year experience	£17,787
1-2 years	£17,787
2-3 years	£18,429
3-4 years	£18,608

4-5 years	£19,122
5-6 years	£19,700
6+ years	£20,448

Possible roles at band 3- emergency care assistant [11], clinical coding officer [12], estates officer [13] and occupational therapy worker [15].

Band 4

"My nursing qualifications and experience mean I'm already in a good place on the pay scale (band 7), and the London weighting is a bonus."

< 1 year experience	£20,150
1-2 years	£20,150
2-3 years	£20,859
3-4 years	£21,582
4-5 years	£22,238
5-6 years	£22,460
6+ years	£23,363

Possible roles at band 4 - assistant practitioner [16], audio visual technician [17], pharmacy technician [18], dental nurse [19] and theatre support worker [20].

Band 5

<1 year experience	£23,023
1-2 years	£23,023
2-3 years	£23,951
3-4 years	£24,915
4-5 years	£25,934
5-6 years	£26,963
6-7 years	£28,050
7+ years	£29,608

Possible roles at band 5 (includes many newly qualified clinical professionals) - operating department practitioner [21] (ODP), podiatrist [22], learning disability nurse [23], therapeutic radiographer [24], practice manager [25] and ICT test analyst [26]

Band 6

<1 year experience	£28,050
1-2 years	£28,050
2-3 years	£29,177
3-4 years	£30,070
4-5 years	£31,121
5-6 years	£32,171
6-7 years	£33,222
7-8 years	£34,403

8+ years £36,644

Possible roles at band 6 - school nurse [27], experienced [28] paramedic [29], health records officer [30], clinical psychology trainee [31] and biomedical scientist [32].

Band 7

<1 year experience	£33,222
1-2 years	£33,222
2-3 years	£34,403
3-4 years	£36,111
4-5 years	£37,161
5-6 years	£38,344
6-7 years	£39,656
7-8 years	£41,034
8+ years	£43,041

Possible roles at band 7 - communications manager [33], estates manager [34], high intensity therapist [35] and advanced speech and language therapist [36].

Band 8a

< 1 year experience	£42,414
1-2 years	£42,414
2-3 years	£44,121
3-4 years	£45,827
4-5 years	£47,798
5+ years	£49,969

Possible roles at band 8a - consultant prosthetist/orthotist [37], dental laboratory manager [38], [39] project and programme management [40], modern matron (nursing) [41] and nurse consultant (mental health nursing). [42]

Band 8b

< 1 year experience	£49,242
1-2 years	£49,242
2-3 years	£51,737
3-4 years	£54,625
4-5 years	£57,515
5+ years	£59,964

Possible roles at band 8b - strategic management [43], head of education and training [44], clinical physiology service manager [45] and [46]head orthoptist [47]. [46]

Band 8c

<1 year experience	£59,090
1-2 years	£59,090
2-3 years	£61,105
3-4 years	£63,966
4-5 years	£68,256

5+ years £71,243

Possible roles at band 8c - head of human resources [48], consultant clinical scientist (molecular genetics/cytogenetics) [49] and consultant paramedic. [28]

Band 8d

<1 year experience	£70,206
1-2 years	£70,206
2-3 years	£73,132
3-4 years	£76,707
4-5 years	£80,606
5+ years	£85,333

Possible roles at band 8d include consultant psychologist [31] (8c-8d), estates manager [50], chief nurse [51] and chief finance manager [52].

Band 9

<1 year experience	£84,507
1-2 years	£84,507
2-3 years	£88,563
3-4 years	£92,814
4-5 years	£97,269
5+ years	£102,506

Possible roles at band 9 include podiatric consultant (surgery) [22], chief finance manager [52] and director of estates and facilities [50].

High cost area supplements

Area	Level (1 April 2018)
Inner London	20% of basic salary, subject to a minimum payment of £4,326 and a maximum payment of £6,663
Outer London	15% of basic salary, subject to a minimum payment of £3,659 and a maximum payment of £4,664
Fringe	5% of basic salary, subject to a minimum payment of £1,000 and a maximum payment of £1,733

- Find out more about high cost supplements on the NHS Employers website [53]
- Find out more about the timescales for implementation of the NHS Pay Agreement on the NHS Employers website [54]
- Visit the NHS Employers website for full details about pay arrangements [55]
- Explore the range of roles in health and see what you could earn. [56]

Source URL: <https://www.healthcareers.nhs.uk/working-health/working-nhs/nhs-pay-and-benefits/agenda-change-pay-rates>

Links

- [1] https://www.healthcareers.nhs.uk/glossary#Agenda_for_Change
- [2] <http://www.nhsemployers.org/news/2018/07/ratification-of-the-nhs-terms-and-conditions-of-service-2018-pay-deal>
- [3] <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/domestic-services/domestic-services-staff>
- [4] <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/domestic-services/housekeeper>
- [5] <https://www.healthcareers.nhs.uk/explore-roles/domestic-services/housekeeper>
- [6] <https://www.healthcareers.nhs.uk/Explore-Roles/Wider-Healthcare-team/Roles-Wider-Healthcare-team/Support-Services/driver>
- [7] <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/corporate-services/nursery-nurse-and-nursery-assistant>
- [8] <https://www.healthcareers.nhs.uk/Explore-roles/wider-healthcare-team/roles-wider-healthcare-team/support-services/security-staff>
- [9] <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/administration/secretarytypist>
- [10] <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/clinical-support-staff/healthcare-assistant>
- [11] <https://www.healthcareers.nhs.uk/explore-roles/ambulance-service-team/roles-ambulance-service/emergency-care-assistant>
- [12] <https://www.healthcareers.nhs.uk/explore-roles/health-informatics/roles-health-informatics/information-management-staff>
- [13] <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/estates-services>
- [14] <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/clinical-support-staff/occupational-therapy-support-worker>
- [15] <https://www.healthcareers.nhs.uk/explore-roles/clinical-support-staff/occupational-therapy-support-worker>
- [16] <https://www.healthcareers.nhs.uk/explore-roles/Wider-healthcare-team/roles-wider-healthcare-team/clinical-support-staff/assistant-practitioner>
- [17] <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/support-services/audio-visual-technician>
- [18] <https://www.healthcareers.nhs.uk/explore-roles/pharmacy/roles-pharmacy/pharmacy-technician>
- [19] <https://www.healthcareers.nhs.uk/explore-roles/dental-team/roles-dental-team/dental-nurse>
- [20] <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/clinical-support-staff/theatre-support-worker>
- [21] <https://www.healthcareers.nhs.uk/explore-roles/allied-health-professionals/roles-allied-health-professions/operating-department-practitioner>
- [22] <https://www.healthcareers.nhs.uk/explore-roles/allied-health-professionals/roles-allied-health-professions/podiatrist>
- [23] <https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing/learning-disability-nurse>
- [24] <https://www.healthcareers.nhs.uk/explore-roles/allied-health-professionals/roles-allied-health-professions/therapeutic-radiographer>
- [25] <https://www.healthcareers.nhs.uk/explore-roles/management/roles-management/practice-manager>
- [26] <https://www.healthcareers.nhs.uk/explore-roles/health-informatics/roles-health-informatics/information-and-communication-technology>
- [27] <https://www.healthcareers.nhs.uk/explore-roles/public-health/roles-public-health/school-nurse>
- [28] <https://www.healthcareers.nhs.uk/explore-roles/ambulance-service-team/roles-ambulance-service/experienced-paramedic>
- [29] <https://www.healthcareers.nhs.uk/explore-roles/ambulance-service-team/senior-paramedic>
- [30] <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/health-records-staff>
- [31] <https://www.healthcareers.nhs.uk/explore-roles/psychological-therapies/roles/clinical-psychologist>
- [32] <https://www.healthcareers.nhs.uk/explore-roles/healthcare-science/roles-healthcare-science/life-sciences/biomedical-science>
- [33] <https://www.healthcareers.nhs.uk/explore-roles/management/roles-management/general->

management/communications-and-corporate-affairs

[34] <https://www.healthcareers.nhs.uk/explore-roles/management/roles-management/estates-and-facilities-management/estates-manager>

[35] <https://www.healthcareers.nhs.uk/explore-roles/psychological-therapies/roles/high-intensity-therapist>

[36] <https://www.healthcareers.nhs.uk/explore-roles/allied-health-professionals/roles-allied-health-professions/speech-and-language-therapist>

[37] <https://www.healthcareers.nhs.uk/explore-roles/allied-health-professionals/roles-allied-health-professions/prosthetistorthotist>

[38] <https://www.healthcareers.nhs.uk/explore-roles/dental-team/roles-dental-team/dental-techniciandental-technologist>

[39] <https://www.healthcareers.nhs.uk/explore-roles/dental-team/dental-techniciandental-technologist>

[40] <https://www.healthcareers.nhs.uk/explore-roles/health-informatics/roles-health-informatics/project-and-programme-management>

[41] <https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing/adult-nurse%20>

[42] <https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing/mental-health-nurse>

[43] <https://www.healthcareers.nhs.uk/explore-roles/management/roles-management/general-management/strategic-management>

[44] <https://www.healthcareers.nhs.uk/explore-roles/health-informatics/roles-health-informatics/education-and-training-roles>

[45] <https://www.healthcareers.nhs.uk/Explore-roles/healthcare-science/roles-healthcare-science/physiological-sciences>

[46] <https://www.healthcareers.nhs.uk/explore-roles/allied-health-professionals/roles-allied-health-professions/orthoptist>

[47] <https://www.healthcareers.nhs.uk/explore-roles/allied-health-professionals/orthoptist>

[48] <https://www.healthcareers.nhs.uk/explore-roles/management/roles-management/human-resources-hr-manager>

[49] <https://www.healthcareers.nhs.uk/explore-roles/healthcare-science/roles-healthcare-science/life-sciences/histocompatibility-and-immunogenetics>

[50] <https://www.healthcareers.nhs.uk/explore-roles/management/roles-management/estates-and-facilities-management%20>

[51] <https://www.healthcareers.nhs.uk/explore-roles/nursing>

[52] <https://www.healthcareers.nhs.uk/explore-roles/management/roles-management/finance-manager>

[53] <http://www.nhsemployers.org/tchandbook/annex-4-to-10/annex-9-high-cost-area-supplements>

[54] <http://www.nhsemployers.org/news/2018/06/nhs-pay-deal-trade-union-ballot-result>

[55] <http://www.nhsemployers.org/tchandbook/annex-1-to-3/annex-2-pay-bands-and-pay-points-on-the-second-pay-spine-in-england>

[56] <https://www.healthcareers.nhs.uk/explore-roles>