

## Agenda for change - pay rates

The following is a guide only to NHS Terms and Conditions of Service ([Agenda for Change](#) <sup>(1)</sup>) pay rates from April 2019. 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](#) <sup>(2)</sup>.

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	£17,652
1+ years	£17,652

Examples of roles at band 1 - [domestic support worker](#) <sup>(3)</sup>, [housekeeping assistant](#) <sup>(4)</sup>, <sup>(5)</sup> [driver](#) <sup>(6)</sup> and [nursery assistant](#) <sup>(7)</sup>.

### Band 2

< 1 year experience	£17,652
1-2 years	£17,652
2-3 years	£17,652
3-4 years	£17,652
4-5 years	£17,652
5-6 years	£17,983
6+ years	£19,020

Examples of roles at band 2 - [domestic support worker](#) <sup>(8)</sup>, [housekeeping assistant](#) <sup>(4)</sup>, <sup>(5)</sup> [driver](#) <sup>(6)</sup>, [nursery assistant](#) <sup>(7)</sup>, [domestic team leader](#) <sup>(9)</sup>, [security officer](#) <sup>(10)</sup>, [secretary/typist](#) <sup>(11)</sup> and [healthcare assistant](#) <sup>(10)</sup>.

### Band 3

<1 year experience	£18,813
1-2 years	£18,813
2-3 years	£18,813
3-4 years	£18,813
4-5 years	£19,332
5-6 years	£19,917
6+ years	£20,795

Examples of roles at band 3 - [emergency care assistant](#) <sup>(11)</sup>, [clinical coding officer](#) <sup>(12)</sup>, [estates officer](#) <sup>(13)</sup> and [occupational therapy worker](#) <sup>(15)</sup>.

### 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	£21,089
1-2 years	£21,089
2-3 years	£21,089
3-4 years	£21,819
4-5 years	£22,482
5-6 years	£22,707
6+ years	£23,761

Examples of roles at band 4 - [assistant practitioner](#) <sup>(16)</sup>, [audio visual technician](#) <sup>(17)</sup>, [pharmacy technician](#) <sup>(18)</sup>, [dental nurse](#) <sup>(19)</sup> and [theatre support worker](#) <sup>(20)</sup>.

### Band 5

<1 year experience	£24,214
1-2 years	£24,214
2-3 years	£24,214
3-4 years	£26,220
4-5 years	£26,220
5-6 years	£27,260
6-7 years	£28,358
7+ years	£30,112

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

### Band 6

<1 year experience	£30,401
1-2 years	£30,401
2-3 years	£30,401
3-4 years	£32,525
4-5 years	£32,525
5-6 years	£32,525
6-7 years	£33,587
7-8 years	£34,782
8+ years	£37,267

Examples of roles at band 6 - [school nurse](#) <sup>(27)</sup>, [experienced](#) <sup>(28)</sup> [paramedic](#) <sup>(29)</sup>, [health records officer](#) <sup>(30)</sup>, [clinical psychology trainee](#) <sup>(31)</sup> and [biomedical scientist](#) <sup>(32)</sup>.

### Band 7

<1 year experience	£37,570
1-2 years	£37,570
2-3 years	£37,570
3-4 years	£37,570
4-5 years	£38,765
5-6 years	£38,765
6-7 years	£40,092
7-8 years	£41,486
8+ years	£43,772

Examples of roles at band 7 - [communications manager](#) <sup>(33)</sup>, [estates manager](#) <sup>(34)</sup>, [high intensity therapist](#) <sup>(35)</sup> and [advanced speech and language therapist](#) <sup>(36)</sup>.

### Band 8a

< 1 year experience	£44,606
1-2 years	£44,606
2-3 years	£44,606
3-4 years	£46,331
4-5 years	£48,324
5+ years	£50,819

Examples of roles at band 8a - [consultant prosthodontist/orthotist](#) <sup>(37)</sup>, [dental laboratory manager](#) <sup>(38)</sup>, <sup>(39)</sup> [project and programme management](#) <sup>(40)</sup>, [modern matron \(nursing\)](#) <sup>(41)</sup> and [nurse consultant \(mental health nursing\)](#) <sup>(42)</sup>.

### Band 8b

< 1 year experience	£52,306
1-2 years	£52,306
2-3 years	£52,306
3-4 years	£55,226
4-5 years	£58,148
5+ years	£60,983

Examples of roles at band 8b - [strategic management](#) <sup>(43)</sup>, [head of education and training](#) <sup>(44)</sup>, [clinical physiology service manager](#) <sup>(45)</sup> and [head orthoptist](#) <sup>(47)</sup>, <sup>(48)</sup>.

### Band 8c

<1 year experience	£61,777
1-2 years	£61,777
2-3 years	£61,777
3-4 years	£64,670
4-5 years	£69,007
5+ years	£72,597

Examples of roles at band 8c - [head of human resources](#) <sup>(46)</sup>, [consultant clinical scientist \(molecular genetics/cytogenetics\)](#) <sup>(49)</sup> and [consultant paramedic](#) <sup>(28)</sup>.

### Band 8d

<1 year experience	£73,936
1-2 years	£73,936
2-3 years	£73,936