



NHS Agenda for Change pay scales – 2010/2011

Agenda for Change pay bands effective from 1 April 2010

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	
13,653	13,653	15,610	18,152	21,176	25,472	30,460	38,851	45,254	54,454	65,270	77,079
14,008	14,008	16,145	18,577	21,798	26,483	31,454	40,157	46,621	55,945	67,134	80,810
14,364	14,364	16,753	19,250	22,663	27,534	32,573	41,772	48,983	58,431	69,932	84,688
	14,779	17,118	19,933	23,563	28,470	34,189	43,388	51,718	61,167	73,351	88,753
	15,194	17,604	20,554	24,554	29,464	35,184	45,254	54,454	65,270	77,079	93,014
	15,610	18,152	21,176	25,472	30,460	36,303	46,621	55,945	67,134	80,810	97,478
	16,145	18,557	21,798	26,483	31,454	37,545					
	16,753			27,534	32,573	38,851					
					34,189	40,157					

The minimum starting salary for a registered nurse is £21,176.

To calculate your hourly rate divide your annual basic salary by 52.14 and then by 37.5.

Note: with effect from 1 April 2010 pay spine point 20 in pay band 5 has been removed. The incremental date of staff on the removed pay spine point (20) will change to 1 April. Staff on pay spine point 20 on 31 March 2010 will move to the new pay spine point 20 on 1 April 2010 and will have a new incremental date of 1 April 2011. Staff on pay spine point 21 and above on 31 March 2010 will have their pay spine point re-numbered but will retain their existing incremental date where applicable and will progress to the next pay spine point on their normal incremental date. Pay spine point 20 and all the following pay spine points have been re-numbered and the total pay spine is reduced from 55 to 54 points.

Further copies of the pay scales can be downloaded from www.rcn.org.uk/publications

High cost area supplements from 1 April 2010

Area	Level (1st April 2010)
Inner London	20% of basic salary (subject to a minimum payment of £4,036 and a maximum payment of £6,217)
Outer London	15% of basic salary (subject to a minimum payment of £3,414 and a maximum payment of £4,351)
Fringe	5% of basic salary (subject to a minimum payment of £933 and a maximum payment of £1,616)

Payments for Working or Providing Emergency Cover Outside Normal Hours (unsocial hours and on-call) are outlined in Section 2 of the *Agenda for Change Terms and Conditions handbook*. The full Afc Handbook can be found at www.nhsemployers.org/PayAndContracts/AgendaForChange

For more information visit: www.rcn.org.uk/support/pay_and_conditions

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Publication code 003 303

April 2010