

# NHS Terms and Conditions 2020 (Agenda for Change)

Pay bands and pay points from 1 April 2020  
(England)

Band	Previous spine point	Min years of experience	Annual pay
<b>Band 1</b>	2	< 1 year	£18,005
	3	1+ years	£18,005
<b>Band 2</b>	2	< 1 year	£18,005
	3	1-2 years	£18,005
	4	2-3 years	£19,337
	5	3-4 years	£19,337
	6	4-5 years	£19,337
	7	5-6 years	£19,337
	8	6+ years	£19,337
<b>Band 3</b>	6	< 1 year	£19,737
	7	1-2 years	£19,737
	8	2-3 years	£21,142
	9	3-4 years	£21,142
	10	4-5 years	£21,142
	11	5-6 years	£21,142
	12	6+ years	£21,142
<b>Band 4</b>	11	< 1 year	£21,892
	12	1-2 years	£21,892
	13	2-3 years	£21,892
	14	3-4 years	£24,157
	15	4-5 years	£24,157
	16	5-6 years	£24,157
	17	6+ years	£24,157
<b>Band 5</b>	16	< 1 year	£24,907
	17	1-2 years	£24,907
	18	2-3 years	£26,970
	19	3-4 years	£26,970
	20	4-5 years	£27,416
	21	5-6 years	£27,416
	22	6-7 years	£30,615
<b>Band 6</b>	21	< 1 year	£31,365
	22	1-2 years	£31,365
	23	2-3 years	£33,176
	24	3-4 years	£33,176
	25	4-5 years	£33,176
	26	5-6 years	£33,779
	27	6-7 years	£33,779
	28	7-8 years	£37,890
29	8+ years	£37,890	

Band	Previous spine point	Min years of experience	Annual pay
<b>Band 7</b>	26	< 1 year	£38,890
	27	1-2 years	£38,890
	28	2-3 years	£40,894
	29	3-4 years	£40,894
	30	4-5 years	£40,894
	31	5-6 years	£41,723
	32	6-7 years	£41,723
	33	7-8 years	£44,503
	34	8+ years	£44,503
	<b>Band 8A</b>	33	< 1 year
34		1-2 years	£45,753
35		2-3 years	£45,753
36		3-4 years	*£45,753
37		4-5 years	*£45,753
38		5+ years	£51,668
<b>Band 8B</b>		37	< 1 year
	38	1-2 years	£53,168
	39	2-3 years	£53,168
	40	3-4 years	*£53,168
	41	4-5 years	*£53,168
	42	5+ years	£62,001
<b>Band 8C</b>	41	< 1 year	£63,751
	42	1-2 years	£63,751
	43	2-3 years	£63,751
	44	3-4 years	*£63,751
	45	4-5 years	*£63,751
<b>Band 8D</b>	46	5+ years	£73,664
	45	< 1 year	£75,914
	46	1-2 years	£75,914
	47	2-3 years	£75,914
	48	3-4 years	*£75,914
	49	4-5 years	*£75,914
	50	5+ years	£87,754
<b>Band 9</b>	49	< 1 year	£91,004
	50	1-2 years	£91,004
	51	2-3 years	£91,004
	52	3-4 years	*£91,004
	53	4-5 years	*£91,004
	54	5+ years	£104,927