

How Band 3 will be reformed over the three year deal

	CURRENT POSITION		YEAR 1 (2018/19)		YEAR 2 (2019/20)		YEAR 3 (2020/21)	
	7 unique pay points		6 unique pay points		4 unique pay points		2 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	16,968	< 1 year	17,787	< 1 year - 2 years	18,813	< 1 year - 4 years	19,737	< 1 - 2 years
	17,524	1 - 2 years	18,429	2 - 3 years			21,142	> 2 years
	18,157	2 - 3 years	18,608	3 - 4 years				
	18,333	3 - 4 years	19,122	4 - 5 years	19,332	4 - 5 years		
	18,839	4 - 5 years	19,700	5 - 6 years	19,917	5 - 6 years		
	19,409	5 - 6 years	20,448	> 6 years	20,795	> 6 years		
	19,852	> 6 years						

Salary values for year 4 are not shown. It is expected the pay award in year 4 will be determined by the normal NHS Pay Review Body process.