

How Band 5 will be reformed over the three year deal

SALARY & YEARS OF EXPERIENCE (YoE)	CURRENT POSITION		YEAR 1 (2018/19)		YEAR 2 (2019/20)		YEAR 3 (2020/21)		YEAR 4 (2021/22)	
		8 unique pay points		7 unique pay points		5 unique pay points		4 unique pay points (3 plus 1 transitional point)		3 unique pay points
	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	22,128	< 1 year	23,023	< 1 year - 2 years	24,214	< 1 year-3 years	24,907	< 1 year - 2 years	Entry step point	< 1 year - 2 years
	22,683	1 - 2 years	23,951	2 - 3 years	26,220	3 - 5 years	26,970	2 - 4 years	Mid step point	2 - 4 years
	23,597	2 - 3 years	24,915	3 - 4 years	27,260	5 - 6 years	27,416*	4 - 6 years	Top step point	> 5 years
	24,547	3 - 4 years	25,934	4 - 5 years	28,358	6 - 7 years	30,615	6 - >7 years		
	25,551	4 - 5 years	26,963	5 - 6 years	30,112	> 7 years				
	26,565	5 - 6 years	28,050	6 - 7 years						
	27,635	6 - 7 years	29,608	> 7 years						
	28,746	> 7 years								



*** Transitional point effective only in year 3 (2020/21). This will be removed in year 4 (2021/22)**

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.