

How Band 8C will be reformed over the three year deal

	CURRENT POSITION		YEAR 1 (2018/19)		YEAR 2 (2019/20)		YEAR 3 (2020/21)	
	6 unique pay points		5 unique pay points		4 unique pay points		2 unique pay points	
SALARY & YEARS OF EXPERIENCE (YoE)	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE	SALARY (£)	YoE
	56,665	< 1 year	59,090	< 1 year - 2 years	61,777	< 1 year - 3 years	63,751	< 1 year - 5 years
	58,217	1 - 2 years		61,105		2 - 3 years		
	60,202	2 - 3 years	63,966		3 - 4 years	69,007		
	63,021	3 - 4 years	68,256	4 - 5 years	71,243*			
	67,247	4 - 5 years	71,243*	> 5 years		72,597*		
	69,168	> 5 years	72,597*	> 5 years	73,664*		> 5 years	
				73,664*		> 5 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.

* Annually retained step points (5% or 10% at risk)