

How Band 8D 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 |
| | 67,247 | < 1 year | 70,206 | < 1 year - 2 years | 73,936 | < 1 year - 3 years | 75,914 | < 1 year - 5 years |
| | 69,168 | 1 - 2 years | | 73,132 | | 2 - 3 years | | |
| | 72,051 | 2 - 3 years | 76,707 | | 3 - 4 years | 81,493 | | |
| | 75,573 | 3 - 4 years | 80,606 | 4 - 5 years | 86,687* | | | |
| | 79,415 | 4 - 5 years | 85,333* | > 5 years | | 87,754* | | |
| | 83,258 | > 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)