

How Band 9 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
	79,415	< 1 year	84,507	< 1 year - 2 years	89,537	< 1 year - 3 years	91,004	< 1 year - 5 years
	83,258	1 - 2 years		88,563		2 - 3 years		
	87,254	2 - 3 years	92,814		3 - 4 years	93,835		
	91,442	3 - 4 years	97,269	4 - 5 years	98,339	4 - 5 years	104,927*	> 5 years
	95,832	4 - 5 years	102,506*	> 5 years	103,860*	> 5 years		
	100,431	> 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)