

SECTION 1: Agenda for Change

Pay bands and pay points effective 1 April 2025

Basic Pay							
Band 1*	£	24,465					
Band 2	£	24,465					
		Entry Step Point	Years until eligible for progression	Top pay point			
Band 3	£	24,937	2	£	26,598		
Band 4	£	27,485	3	£	30,162		
		Entry Step Point	Years until eligible for progression	Intermediate Step point	Years until eligible for progression	Top pay point	
Band 5	£	31,049	2	£	33,487	2	£ 37,796
Band 6	£	38,682	2	£	40,823	3	£ 46,580
Band 7	£	47,810	2	£	50,273	3	£ 54,710
		Entry Step Point	Years until eligible for progression	Intermediate Step point	Years until eligible for progression	Top pay point	
Band 8a	£	55,690	2	£	58,487	3	£ 62,682
Band 8b	£	64,455	2	£	68,631	3	£ 74,896
Band 8c	£	76,965	2	£	81,652	3	£ 88,682
Band 8d	£	91,342	2	£	96,941	3	£ 105,337
Band 9	£	109,179	2	£	115,763	3	£ 125,637

*Band 1 is closed to new entrants

SECTION 2: HSC On-Call Arrangements

Previous circulars HSC (JNF) (8) 2011 (and associated addendums) and the TUS framework agreement require the HSC on-call availability and sleep-in allowances to be reviewed in line with the pay award. In the 2025/26 year, this will be based on a 3.6% uplift.

Allowance	Effective Date 1st April 2025
Sleep-in	£41.50
On Call	£31.85

SECTION 3: Unsocial Hours Payments

In line with the restoration of pay parity unsocial hours payments effective from 1 April 2021 continue to be made in accordance with Section 2 (*Maintaining round the clock services (England)*) of the NHS Terms and Conditions of Service Handbook.

Pay Band	All time Saturday (midnight to midnight) and any week day after 8pm and before 6am	All time on Sundays and Public Holidays (midnight to midnight)
1	Time plus 47%	Time plus 94%
2	Time plus 41%	Time plus 83%
3	Time plus 35%	Time plus 69%
4-9	Time plus 30%	Time plus 60%