

Pay bands and pay points on the second pay spine in England

Table 10**Basic
Pay****Band 1*** £24,465

	Entry Step Point	Years until eligible for pay progression	Top step point		
Band 2	£24,465	2	£24,465		
Band 3	£24,937	2	£26,598		
Band 4	£27,485	3	£30,162		
	Entry Step Point	Years until eligible for pay progression	Intermediate step point	Years until eligible for pay progression	Top step 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
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

1. This pay scale should be read in conjunction with Part 2 - Section 1: Pay Structure (England)

From 1 April 2025

2. Following the government's announcement regarding the 2025/26 pay award, all pay points have subsequently been updated with payment backdated to 1 April 2025 in line with the outcome.

Download the 2025/26 poster in full as a PDF.

Amendment number 59: NHS Pay Advisory Notice 02/2025

Pay bands and pay points in Scotland, Wales and Northern Ireland

The current pay circulars for the devolved administrations of Scotland, Wales and Northern Ireland can be found at the following links:

Scotland

Wales

Northern Ireland