

Pay & Reward

Previous versus New Offer – Bands 1 to 10 only



Subject to acceptance by our unions at June 2025 ballot

Remaining pay bands within the structure remain the same as the previous offer

Hourly rate	SCP	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Band 10
£12.60	RLW	£24,309	£24,309								
£12.85	5	+£874	£24,790	£24,790	£24,790						
£13.05	6		£25,183	£25,183	£25,183						
£13.26	7			+£809	£25,584	£25,584	£25,584				
£13.47	8				£25,992	£25,992	£25,992				
£13.69	9				£26,409	£26,409	£26,409				
£13.91	10				+£860	£26,835	£26,835	£26,835	£26,835	+£434	
£14.14	11					£27,269	£27,269	£27,269			
£14.36	12						£27,711	£27,711	£27,711		
£14.60	13					+£1,355	£28,163	£28,163	£28,163		
£14.84	14						£28,624	£28,624	£28,624	+£930	
£15.08	15						£29,093	£29,093	£29,093		
£15.33	16							£29,572	£29,572	£29,572	
£15.58	17						+£1,466	£30,060	£30,060	£30,060	+£499
£15.84	18							£30,559	£30,559	£30,559	
£16.10	19								£31,067	£31,067	£31,067
£16.37	20								+£1,556	£31,586	£31,586
£16.65	21									£32,115	£32,115
£16.93	22									£32,654	£32,654
£17.30	23										£33,366
£17.79	24								+£2,581	£34,314	£34,314
£18.26	25									£35,235	£35,235
£18.73	26										£36,124
£19.20	27									£37,035	£37,035
£19.67	28									+£903	£37,938
£20.02	29										£38,626
£20.48	30										£39,513
£20.98	31										£40,476
£21.52	32										£41,511
£22.14	33										£42,708
£22.65	34									+£3,200	£43,693
£23.18	35										£44,711
£23.70	36										£45,718
£24.22	37										+£2,036
£24.75	38										£47,754

Previous offer

New offer

The amount the band has increased by

SCP: Spinal Column Point

RLW: Real Living Wage

18 months pay protection will be given to all colleagues seeing a reduction in pay