NHS Pay (England)
2018-2021 Implementation
Frequently Asked Questions

Below are some answers to the most common questions members have asked us regarding the implementation of the pay deal in England. We will add to these as and when necessary.

What should I have been paid in July?

You should have received your new rate of pay in July. However, the back pay you are due because your new pay rate is effective from 1 April will not be paid until August.

The pay deal has several elements and the immediate impact of implementation varies depending on where you were on the pay spine of your band on 31 March this year and also on your date of incremental progression. The following summarises what should happen:

- **Bottom of band**: For staff who were on the lowest pay point of their band, there is now an immediate uplift to the new minimum pay rate for each band.

- **Top of pay band**: For the 52% of NHS staff who are at the top of their pay band, they should have seen the 3% increase that they are due applied in July. Back pay is still due for the period from 1 April and should be paid in August. For staff in bands 8d and 9 this is slightly lower than 3%.

- **Increment date between April and July**: For staff who are not at the bottom, are still receiving increments and have an incremental date between 1 April and the July pay date, they should now be paid on their new ‘pay step point’. Most people in this category will have previously been given their old incremental rise pending the pay deal implementation. This will now need to be adjusted to take account of the pay deal implementation as of 1 April.

- **Increment date after July**: For staff yet to receive their increment, they will have received an uplift (an average of around 1-1.5%) on their existing pay point, and they will receive the remainder of the Year 1 pay rise when they progress to their new pay step point on their incremental date.

How do I work out what I should be on and when I should get it?

The easiest way is to refer to the pay journey tool on the NHS Employer website. This gives the detail of the rises and when you will get them. You will need to know your band, your pay point as of 31st March 2018, and the month of your incremental date. This will then show what rise you get on April 1st and any additional rise when you reach your incremental date. The pay journey tool will show these two changes for each of the 3 years of the pay deal.

Why isn’t the pay journey tool showing a rise on my incremental date?
This is for one of the following reasons:

- you are at the top of the band and no longer receiving increments.
- you are on a bottom increment that is being removed so you are automatically put on the next point, in effect receiving your increment early. Although you will still keep your incremental (pay step) date for future purposes, you will not receive a second increment in one year.
- your pay point is being combined/merged as part of the transition process. If when you look at the pay journey tool you get the larger part, or the total of your rise, for any given year in April rather than your incremental month, this will be due to the ‘smoothing’ process during transition of moving from 7-9 points in a band down to either 2 or 3 which means some points merge during the transition period. This means for that year you will in effect be receiving your increment early.

**What are the benefits of the 3 year deal?**

Although what you get paid in each of the three years is important, you also have to look at the overall 3 year deal package as this is a key element of the deal. The overall uplift for those still going through increments is in general much higher than could have been expected under the previous system, although the amount of uplift in any particular year does vary due to the transition process. By the end of the three years, 85% of existing staff will reach the top of their band and for many this will be due to the reduction in time to get to the top.

The three year deal also facilitates financial planning as salaries are known over the next period of time.

**My net pay has gone down, how can that be explained?**

Some staff have raised concerns that their pay has gone down following the rise. This is likely to be due to one of two things:

a) Your pay roll department has miscalculated your pay rise and needs to correct it.

b) If you are in the NHS pension scheme, any increase in earnings may mean you move into a different ‘tier’ for pension contributions, as in the NHS scheme, contributions vary dependent on earnings. As pensions are deferred pay, while higher pay does mean higher contributions it also means a higher pension on retirement.

Some members may also receive less than they were expecting due to other factors such as a rise in repayments for a student loan, or moving to a higher tax bracket because of the increase. As members will be aware these are a feature of increased earnings in any area of work.

**I am being promoted during the three years. What will happen to my pay?**

The key principle on promotion is that you should see a rise in pay when you are promoted. In future (after the transition period) this will automatically occur as there will no longer be overlaps between bands.

During the three year transition the position is more complicated.

*For those staff currently at or near the top of band* - you should ensure you are offered a starting point on the higher band with a salary above your current salary. This is likely to mean you will skip the first couple of points of the new band.
For those staff who will receive an increase when moving to the bottom of the next band – you can use the pay journey tool and enter ‘new staff’ to see what you should be moved to on promotion.

I have seen recent tables which seem to show different figures to ones we were shown during the pay consultation. How can you explain this?

There are two key tables being used in relation to the pay deal and both show something different, but there has been some confusion when they have been directly compared. There has not been any change to the figures, and both tables were available during the consultation. We have produced a separate information paper on the commonly used tables and what they show. They can be downloaded from the CSP website on the NHS Pay England section

What is happening to High Cost Area Supplements?

The current arrangements for calculating HCAS remain unchanged. The minimum and maximum thresholds for each tier of HCAS will be uplifted by the headline top-of-band consolidated awards for each year. That means they will rise by 3% from 1 April 2018, 1.7% from 1 April 2019 and 1.7% from 1 April 2020.

Is the pay deal fully funded?

Yes. This year money is going directly to NHS trusts to fund the deal. In years 2 and 3 the money will go via Clinical Commissioning Groups (CCGs), which is the normal process, as part of the new NHS funding settlement, announced in June. The overall additional amount to cover the pay deal is £4.2 billion.

What will happen in year four?

At present it is anticipated we will return to the usual method of pay determination through the Pay Review Body. The pay journey tool allows you to enter a range of possible uplifts for year four from 0% -3%. These are illustrative only as the actual uplift in year four is unknown. It is anticipated any uplift in year 4 will be applied to all the new pay points in the system, that is, applied to all staff on Agenda for Change contracts, regardless of pay banding and pay point.

What work is still ongoing?

The pay deal outlined a number of areas for further development, including apprenticeship pay, enhanced shared parental leave, pay progression system, and buying and selling of annual leave. The CSP will continue to work with other trade unions to progress these areas at national level and will be providing updated information as things develop.

Non-NHS Providers of NHS services

Is there funding for the deal for staff working for non NHS employers?

The government recently made some funding available for non-NHS providers of NHS services to implement the pay deal following pressure from non-NHS employers and trade unions. However service providers will have to meet certain criteria.
The two key criteria are that your services need to be commissioned by the NHS through a CCG, and also that all staff including newly appointed staff are on dynamic Agenda for Change contracts. This means that all terms and conditions are being applied and all changes will also be applied in the future, including pay, over the next three years. Assuming they meet the criteria these employers can apply to the Department of Health and Social Care to receive the funding to implement this deal. We are urging members in this situation to ask their employers about whether they have applied for this.

We are aware that it is likely most Social Enterprise and Community Interest Companies will apply, but they will need to carefully check they meet the criteria. Other organisations may also be exploring eligibility for funding, such as Virgin Care.

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