



HM Prison &  
Probation Service

**OFFICIAL SENSITIVE**

**ANNEX B – CONSOLIDATED AND NON-CONSOLIDATED PAY AWARDS (3% top -up)**

**Final Offer**



## Band 1 - Consolidated increases and top up worth a minimum of 3% - new minimum of £16,584

Spine	Band	FTE	Basic Salary - April 2017 (substantive grade)	Year 1 (2018) Basic Salary and Non-Consolidate Top up							Year 2 (2019) Basic Salary and Non-Consolidate Top up							Total Value of the 2 Year Offer	
				New Basic Salary - April 2018	Consolidated Increase (£)	Consolidated Increase (%)	Top Up value (non consolidated) £	Top Up value (non consolidated) %	Total value of the pay award (£)	Total value of the pay award (%)	New Basic Salary - April 2019	Consolidated Increase (£)	Consolidated Increase (%)	Top Up value (non consolidated) £	Top Up value (non consolidated) %	Total value of the pay award (£)	Total value of the pay award (%)	£	%
10	NPS Band 1	14	£14,609	£15,190	£581	4.0%	£0	0.0%	£581	4.0%	£16,584	£1,394	9.2%	£0	0.0%	£1,394	9.2%	£1,975	13.5%
11	NPS Band 1	33	£14,750	£15,190	£440	3.0%	£0	0.0%	£440	3.0%	£16,584	£1,394	9.2%	£0	0.0%	£1,394	9.2%	£1,834	12.4%
12	NPS Band 1	12	£14,900	£15,190	£290	1.9%	£250	1.7%	£540	3.6%	£16,584	£1,394	9.2%	£0	0.0%	£1,394	9.2%	£1,934	13.0%
13	NPS Band 1	2 or less	£15,047	£15,190	£143	1.0%	£308	2.0%	£451	3.0%	£16,584	£1,394	9.2%	£0	0.0%	£1,394	9.2%	£1,845	12.3%
14	NPS Band 1	2 or less	£15,190	£15,798	£608	4.0%	£0	0.0%	£608	4.0%	£16,584	£786	5.0%	£250	1.6%	£1,036	6.6%	£1,644	10.8%
15	NPS Band 1	2 or less	£15,332	£15,798	£466	3.0%	£0	0.0%	£466	3.0%	£16,584	£786	5.0%	£250	1.6%	£1,036	6.6%	£1,502	9.8%
16	NPS Band 1	2 or less	£15,490	£15,798	£308	2.0%	£250	1.6%	£558	3.6%	£16,584	£786	5.0%	£250	1.6%	£1,036	6.6%	£1,594	10.3%
17	NPS Band 1	2 or less	£15,636	£15,798	£162	1.0%	£307	2.0%	£469	3.0%	£16,584	£786	5.0%	£250	1.6%	£1,036	6.6%	£1,505	9.6%
18	NPS Band 1	0	£15,798	£16,100	£302	1.9%	£250	1.6%	£552	3.5%	£17,764	£1,664	10.3%	£0	0.0%	£1,664	10.3%	£2,216	14.0%
19	NPS Band 1	0	£15,949	£16,100	£151	0.9%	£327	2.1%	£478	3.0%	£17,764	£1,664	10.3%	£0	0.0%	£1,664	10.3%	£2,142	13.4%
20	NPS Band 1	0	£16,100	£17,415	£1,315	8.2%	£0	0.0%	£1,315	8.2%	£17,764	£348	2.0%	£250	1.4%	£598	3.4%	£1,914	11.9%
21	NPS Band 1	2 or less	£16,266	£17,415	£1,149	7.1%	£0	0.0%	£1,149	7.1%	£17,764	£348	2.0%	£250	1.4%	£598	3.4%	£1,748	10.7%
22	NPS Band 1	0	£16,429	£17,415	£986	6.0%	£0	0.0%	£986	6.0%	£17,764	£348	2.0%	£250	1.4%	£598	3.4%	£1,585	9.6%
23	NPS Band 1	0	£16,584	£17,415	£831	5.0%	£0	0.0%	£831	5.0%	£17,764	£348	2.0%	£250	1.4%	£598	3.4%	£1,430	8.6%
24	NPS Band 1	2 or less	£16,746	£17,415	£669	4.0%	£0	0.0%	£669	4.0%	£17,764	£348	2.0%	£250	1.4%	£598	3.4%	£1,268	7.6%
25	NPS Band 1	0	£16,909	£17,415	£506	3.0%	£0	0.0%	£506	3.0%	£17,764	£348	2.0%	£250	1.4%	£598	3.4%	£1,105	6.5%
26	NPS Band 1	2 or less	£17,074	£17,415	£341	2.0%	£250	1.5%	£591	3.5%	£17,764	£348	2.0%	£250	1.4%	£598	3.4%	£1,190	7.0%
27	NPS Band 1	4	£17,243	£17,415	£172	1.0%	£345	2.0%	£517	3.0%	£17,764	£348	2.0%	£250	1.4%	£598	3.4%	£1,116	6.5%

## Band 2 - Consolidated increases and top up worth a minimum of 3%

Spine	Band	FTE	Basic Salary - April 2017 (substantive grade)	Year 1 (2018) Basic Salary and Non-Consolidate Top up							Year 2 (2019) Basic Salary and Non-Consolidate Top up							Total Value of the 2 Year Offer	
				New Basic Salary - April 2018	Consolidated Increase (£)	Consolidated Increase (%)	Top Up value (non consolidated) £	Top Up value (non consolidated) %	Total value of the pay award (£)	Total value of the pay award (%)	New Basic Salary - April 2019	Consolidated Increase (£)	Consolidated Increase (%)	Top Up value (non consolidated) £	Top Up value (non consolidated) %	Total value of the pay award (£)	Total value of the pay award (%)	£	%
28	NPS Band 2	126	£17,417	£17,764	£347	2.0%	£250	1.4%	£597	3.4%	£18,463	£699	3.9%	£0	0.0%	£699	3.9%	£1,296	7.4%
29	NPS Band 2	96	£17,593	£17,764	£171	1.0%	£357	2.0%	£528	3.0%	£18,463	£699	3.9%	£0	0.0%	£699	3.9%	£1,227	7.0%
30	NPS Band 2	155	£17,764	£18,117	£353	2.0%	£250	1.4%	£603	3.4%	£18,463	£346	1.9%	£250	1.4%	£596	3.3%	£1,199	6.7%
31	NPS Band 2	45	£17,934	£18,117	£183	1.0%	£355	2.0%	£538	3.0%	£18,463	£346	1.9%	£250	1.4%	£596	3.3%	£1,134	6.3%
32	NPS Band 2	57	£18,117	£18,463	£346	1.9%	£250	1.4%	£596	3.3%	£18,833	£370	2.0%	£250	1.4%	£620	3.4%	£1,216	6.7%
33	NPS Band 2	34	£18,293	£18,463	£170	0.9%	£379	2.1%	£549	3.0%	£18,833	£370	2.0%	£250	1.4%	£620	3.4%	£1,169	6.4%
34	NPS Band 2	37	£18,463	£18,833	£370	2.0%	£250	1.4%	£620	3.4%	£19,977	£1,144	6.1%	£0	0.0%	£1,144	6.1%	£1,764	9.6%
35	NPS Band 2	45	£18,654	£18,833	£179	1.0%	£381	2.0%	£560	3.0%	£19,977	£1,144	6.1%	£0	0.0%	£1,144	6.1%	£1,704	9.1%
36	NPS Band 2	30	£18,833	£19,592	£759	4.0%	£0	0.0%	£759	4.0%	£19,977	£385	2.0%	£250	1.3%	£635	3.2%	£1,394	7.4%
37	NPS Band 2	4	£19,023	£19,592	£569	3.0%	£0	0.0%	£569	3.0%	£19,977	£385	2.0%	£250	1.3%	£635	3.2%	£1,204	6.3%
38	NPS Band 2	61	£19,208	£19,592	£384	2.0%	£250	1.3%	£634	3.3%	£19,977	£385	2.0%	£250	1.3%	£635	3.2%	£1,269	6.6%
39	NPS Band 2	5	£19,398	£19,592	£194	1.0%	£388	2.0%	£582	3.0%	£19,977	£385	2.0%	£250	1.3%	£635	3.2%	£1,217	6.3%
40	NPS Band 2	103	£19,592	£19,977	£385	2.0%	£250	1.3%	£635	3.2%	£20,772	£795	4.0%	£0	0.0%	£795	4.0%	£1,430	7.3%
41	NPS Band 2	68	£19,782	£19,977	£195	1.0%	£398	2.0%	£593	3.0%	£20,772	£795	4.0%	£0	0.0%	£795	4.0%	£1,388	7.0%
42	NPS Band 2	12	£19,977	£20,376	£399	2.0%	£250	1.3%	£649	3.2%	£20,772	£396	1.9%	£250	1.2%	£646	3.2%	£1,295	6.5%
43	NPS Band 2	159	£20,178	£20,376	£198	1.0%	£407	2.0%	£605	3.0%	£22,257	£1,881	9.2%	£250	1.2%	£2,131	10.5%	£2,737	13.6%
44	NPS Band 2	22	£20,376	£20,772	£396	1.9%	£250	1.2%	£646	3.2%	£22,257	£1,485	7.2%	£0	0.0%	£1,485	7.2%	£2,131	10.5%
45	NPS Band 2	21	£20,576	£20,772	£196	1.0%	£421	2.0%	£617	3.0%	£22,257	£1,485	7.2%	£0	0.0%	£1,485	7.2%	£2,103	10.2%
46	NPS Band 2	11	£20,772	£21,174	£402	1.9%	£250	1.2%	£652	3.1%	£22,257	£1,083	5.1%	£0	0.0%	£1,083	5.1%	£1,735	8.4%
47	NPS Band 2	8	£20,967	£21,174	£207	1.0%	£422	2.0%	£629	3.0%	£22,257	£1,083	5.1%	£0	0.0%	£1,083	5.1%	£1,712	8.2%
48	NPS Band 2	27	£21,174	£21,821	£647	3.1%	£0	0.0%	£647	3.1%	£22,257	£436	2.0%	£250	1.1%	£686	3.1%	£1,333	6.3%
49	NPS Band 2	53	£21,391	£21,821	£430	2.0%	£250	1.2%	£680	3.2%	£22,257	£436	2.0%	£250	1.1%	£686	3.1%	£1,366	6.4%
50	NPS Band 2	281	£21,605	£21,821	£216	1.0%	£432	2.0%	£648	3.0%	£22,257	£436	2.0%	£250	1.1%	£686	3.1%	£1,335	6.2%

## Band 3 - Consolidated increases and top up worth a minimum of 3%

Spine	Band	FTE	Basic Salary - April 2017 (substantive grade)	Year 1 (2018) Basic Salary and Non-Consolidate Top up							Year 2 (2019) Basic Salary and Non-Consolidate Top up							Total Value of the 2 Year Offer	
				New Basic Salary - April 2018	Consolidated Increase (£)	Consolidated Increase (%)	Top Up value (non consolidated) £	Top Up value (non consolidated) %	Total value of the pay award (£)	Total value of the pay award (%)	New Basic Salary - April 2019	Consolidated Increase (£)	Consolidated Increase (%)	Top Up value (non consolidated) £	Top Up value (non consolidated) %	Total value of the pay award (£)	Total value of the pay award (%)	£	%
52	NPS Band 3	1612	£22,039	£22,468	£429	1.9%	£250	1.1%	£679	3.1%	£22,924	£456	2.0%	£250	1.1%	£706	3.1%	£1,385	6.3%
53	NPS Band 3	235	£22,261	£22,468	£207	0.9%	£461	2.1%	£668	3.0%	£22,924	£456	2.0%	£250	1.1%	£706	3.1%	£1,374	6.2%
54	NPS Band 3	126	£22,468	£22,924	£456	2.0%	£250	1.1%	£706	3.1%	£23,841	£917	4.0%	£0	0.0%	£917	4.0%	£1,623	7.2%
55	NPS Band 3	75	£22,699	£22,924	£225	1.0%	£456	2.0%	£681	3.0%	£23,841	£917	4.0%	£0	0.0%	£917	4.0%	£1,598	7.0%
56	NPS Band 3	58	£22,924	£23,379	£455	2.0%	£250	1.1%	£705	3.1%	£23,841	£462	2.0%	£250	1.1%	£712	3.0%	£1,417	6.2%
57	NPS Band 3	136	£23,139	£23,379	£240	1.0%	£454	2.0%	£694	3.0%	£23,841	£462	2.0%	£250	1.1%	£712	3.0%	£1,406	6.1%
58	NPS Band 3	17	£23,379	£23,841	£462	2.0%	£250	1.1%	£712	3.0%	£24,801	£960	4.0%	£0	0.0%	£960	4.0%	£1,672	7.2%
59	NPS Band 3	9	£23,616	£23,841	£225	1.0%	£483	2.0%	£708	3.0%	£24,801	£960	4.0%	£0	0.0%	£960	4.0%	£1,668	7.1%
60	NPS Band 3	52	£23,841	£24,313	£472	2.0%	£250	1.0%	£722	3.0%	£24,801	£488	2.0%	£250	1.0%	£738	3.0%	£1,460	6.1%
61	NPS Band 3	12	£24,080	£24,313	£233	1.0%	£489	2.0%	£722	3.0%	£24,801	£488	2.0%	£250	1.0%	£738	3.0%	£1,460	6.1%
62	NPS Band 3	126	£24,313	£24,801	£488	2.0%	£250	1.0%	£738	3.0%	£26,313	£1,512	6.1%	£0	0.0%	£1,512	6.1%	£2,250	9.3%
63	NPS Band 3	68	£24,564	£24,801	£237	1.0%	£500	2.0%	£737	3.0%	£26,313	£1,512	6.1%	£0	0.0%	£1,512	6.1%	£2,249	9.2%
64	NPS Band 3	134	£24,801	£25,551	£750	3.0%	£0	0.0%	£750	3.0%	£26,313	£762	3.0%	£0	0.0%	£762	3.0%	£1,512	6.1%
65	NPS Band 3	21	£25,043	£25,551	£508	2.0%	£250	1.0%	£758	3.0%	£26,313	£762	3.0%	£0	0.0%	£762	3.0%	£1,520	6.1%
66	NPS Band 3	44	£25,301	£25,551	£250	1.0%	£509	2.0%	£759	3.0%	£26,313	£762	3.0%	£0	0.0%	£762	3.0%	£1,521	6.0%
67	NPS Band 3	31	£25,551	£26,313	£762	3.0%	£0	0.0%	£762	3.0%	£28,200	£1,887	7.2%	£0	0.0%	£1,887	7.2%	£2,649	10.4%
68	NPS Band 3	13	£25,797	£26,313	£516	2.0%	£258	1.0%	£774	3.0%	£28,200	£1,887	7.2%	£0	0.0%	£1,887	7.2%	£2,661	10.3%
69	NPS Band 3	52	£26,052	£26,313	£261	1.0%	£521	2.0%	£782	3.0%	£28,200	£1,887	7.2%	£0	0.0%	£1,887	7.2%	£2,668	10.2%
70	NPS Band 3	29	£26,313	£26,838	£525	2.0%	£264	1.0%	£789	3.0%	£28,200	£1,362	5.1%	£0	0.0%	£1,362	5.1%	£2,151	8.2%
71	NPS Band 3	27	£26,569	£26,838	£269	1.0%	£528	2.0%	£797	3.0%	£28,200	£1,362	5.1%	£0	0.0%	£1,362	5.1%	£2,159	8.1%
72	NPS Band 3	58	£26,838	£27,647	£809	3.0%	£0	0.0%	£809	3.0%	£28,200	£553	2.0%	£276	1.0%	£829	3.0%	£1,638	6.1%
73	NPS Band 3	14	£27,102	£27,647	£545	2.0%	£268	1.0%	£813	3.0%	£28,200	£553	2.0%	£276	1.0%	£829	3.0%	£1,642	6.1%
74	NPS Band 3	576	£27,373	£27,647	£274	1.0%	£547	2.0%	£821	3.0%	£28,200	£553	2.0%	£276	1.0%	£829	3.0%	£1,651	6.0%

## Band 4 - Consolidated increases and top up worth a minimum of 3%

Spine	Band	FTE	Basic Salary - April 2017 (substantive grade)	Year 1 (2018) Basic Salary and Non-Consolidate Top up							Year 2 (2019) Basic Salary and Non-Consolidate Top up							Total Value of the 2 Year Offer	
				New Basic Salary - April 2018	Consolidated Increase (£)	Consolidated Increase (%)	Top Up value (non consolidated) £	Top Up value (non consolidated) %	Total value of the pay award (£)	Total value of the pay award (%)	New Basic Salary - April 2019	Consolidated Increase (£)	Consolidated Increase (%)	Top Up value (non consolidated) £	Top Up value (non consolidated) %	Total value of the pay award (£)	Total value of the pay award (%)	£	%
80	NPS Band 4	163	£29,038	£29,609	£571	2.0%	£300	1.0%	£871	3.0%	£30,208	£599	2.0%	£289	1.0%	£888	3.0%	£1,759	6.1%
81	NPS Band 4	435	£29,320	£29,609	£289	1.0%	£591	2.0%	£880	3.0%	£30,208	£599	2.0%	£289	1.0%	£888	3.0%	£1,768	6.0%
82	NPS Band 4	221	£29,609	£30,208	£599	2.0%	£289	1.0%	£888	3.0%	£31,421	£1,213	4.0%	£0	0.0%	£1,213	4.0%	£2,101	7.1%
83	NPS Band 4	160	£29,907	£30,208	£301	1.0%	£596	2.0%	£897	3.0%	£31,421	£1,213	4.0%	£0	0.0%	£1,213	4.0%	£2,110	7.1%
84	NPS Band 4	156	£30,208	£30,809	£601	2.0%	£305	1.0%	£906	3.0%	£31,421	£612	2.0%	£312	1.0%	£924	3.0%	£1,831	6.1%
85	NPS Band 4	331	£30,503	£30,809	£306	1.0%	£609	2.0%	£915	3.0%	£31,421	£612	2.0%	£312	1.0%	£924	3.0%	£1,839	6.0%
86	NPS Band 4	141	£30,809	£31,421	£612	2.0%	£312	1.0%	£924	3.0%	£32,688	£1,267	4.0%	£0	0.0%	£1,267	4.0%	£2,191	7.1%
87	NPS Band 4	36	£31,113	£31,421	£308	1.0%	£625	2.0%	£933	3.0%	£32,688	£1,267	4.0%	£0	0.0%	£1,267	4.0%	£2,200	7.1%
88	NPS Band 4	167	£31,421	£32,054	£633	2.0%	£310	1.0%	£943	3.0%	£32,688	£634	2.0%	£328	1.0%	£962	3.0%	£1,904	6.1%
89	NPS Band 4	20	£31,735	£32,054	£319	1.0%	£633	2.0%	£952	3.0%	£32,688	£634	2.0%	£328	1.0%	£962	3.0%	£1,914	6.0%
90	NPS Band 4	212	£32,054	£32,688	£634	2.0%	£328	1.0%	£962	3.0%	£34,342	£1,654	5.1%	£0	0.0%	£1,654	5.1%	£2,616	8.2%
91	NPS Band 4	265	£32,375	£32,688	£313	1.0%	£658	2.0%	£971	3.0%	£34,342	£1,654	5.1%	£0	0.0%	£1,654	5.1%	£2,625	8.1%
92	NPS Band 4	820	£32,688	£33,344	£656	2.0%	£325	1.0%	£981	3.0%	£34,342	£998	3.0%	£0	0.0%	£998	3.0%	£1,979	6.1%
93	NPS Band 4	17	£33,012	£33,344	£332	1.0%	£658	2.0%	£990	3.0%	£34,342	£998	3.0%	£0	0.0%	£998	3.0%	£1,988	6.0%
94	NPS Band 4	52	£33,344	£34,342	£998	3.0%	£0	0.0%	£998	3.0%	£37,174	£2,832	8.2%	£0	0.0%	£2,832	8.2%	£3,830	11.5%
95	NPS Band 4	28	£33,668	£34,342	£674	2.0%	£336	1.0%	£1,010	3.0%	£37,174	£2,832	8.2%	£0	0.0%	£2,832	8.2%	£3,842	11.4%
96	NPS Band 4	16	£34,004	£34,342	£338	1.0%	£682	2.0%	£1,020	3.0%	£37,174	£2,832	8.2%	£0	0.0%	£2,832	8.2%	£3,852	11.3%
97	NPS Band 4	39	£34,342	£35,379	£1,037	3.0%	£0	0.0%	£1,037	3.0%	£37,174	£1,795	5.1%	£0	0.0%	£1,795	5.1%	£2,832	8.2%
98	NPS Band 4	6	£34,687	£35,379	£692	2.0%	£349	1.0%	£1,041	3.0%	£37,174	£1,795	5.1%	£0	0.0%	£1,795	5.1%	£2,835	8.2%
99	NPS Band 4	11	£35,024	£35,379	£355	1.0%	£696	2.0%	£1,051	3.0%	£37,174	£1,795	5.1%	£0	0.0%	£1,795	5.1%	£2,845	8.1%
100	NPS Band 4	29	£35,379	£36,445	£1,066	3.0%	£0	0.0%	£1,066	3.0%	£37,174	£729	2.0%	£364	1.0%	£1,093	3.0%	£2,159	6.1%
101	NPS Band 4	10	£35,724	£36,445	£721	2.0%	£351	1.0%	£1,072	3.0%	£37,174	£729	2.0%	£364	1.0%	£1,093	3.0%	£2,165	6.1%
102	NPS Band 4	522	£36,084	£36,445	£361	1.0%	£722	2.0%	£1,083	3.0%	£37,174	£729	2.0%	£364	1.0%	£1,093	3.0%	£2,176	6.0%

## Band 5 - Consolidated increases and top up worth a minimum of 3%

Spine	Band	FTE	Basic Salary - April 2017 (substantive grade)	Year 1 (2018) Basic Salary and Non-Consolidate Top up							Year 2 (2019) Basic Salary and Non-Consolidate Top up							Total Value of the 2	
				New Basic Salary - April 2018	Consolidated Increase (£)	Consolidated Increase (%)	Top Up value (non consolidated) £	Top Up value (non consolidated) %	Total value of the pay award (£)	Total value of the pay award (%)	New Basic Salary - April 2019	Consolidated Increase (£)	Consolidated Increase (%)	Top Up value (non consolidated) £	Top Up value (non consolidated) %	Total value of the pay award (£)	Total value of the pay award (%)	£	%
99	NPS Band 5	138	£35,024	£36,084	£1,060	3.0%	£0	0.0%	£1,060	3.0%	£37,166	£1,082	3.0%	£0	0.0%	£1,082	3.0%	£2,142	6.1%
100	NPS Band 5	28	£35,379	£36,084	£705	2.0%	£356	1.0%	£1,061	3.0%	£37,166	£1,082	3.0%	£0	0.0%	£1,082	3.0%	£2,143	6.1%
101	NPS Band 5	60	£35,724	£36,084	£360	1.0%	£712	2.0%	£1,072	3.0%	£37,166	£1,082	3.0%	£0	0.0%	£1,082	3.0%	£2,154	6.0%
102	NPS Band 5	50	£36,084	£37,166	£1,082	3.0%	£0	0.0%	£1,082	3.0%	£38,277	£1,111	3.0%	£0	0.0%	£1,111	3.0%	£2,193	6.1%
103	NPS Band 5	25	£36,437	£37,166	£729	2.0%	£364	1.0%	£1,093	3.0%	£38,277	£1,111	3.0%	£0	0.0%	£1,111	3.0%	£2,204	6.0%
104	NPS Band 5	29	£36,799	£37,166	£367	1.0%	£737	2.0%	£1,104	3.0%	£38,277	£1,111	3.0%	£0	0.0%	£1,111	3.0%	£2,215	6.0%
105	NPS Band 5	38	£37,166	£38,660	£1,494	4.0%	£0	0.0%	£1,494	4.0%	£39,427	£767	2.0%	£393	1.0%	£1,160	3.0%	£2,654	7.1%
106	NPS Band 5	23	£37,530	£38,660	£1,130	3.0%	£0	0.0%	£1,130	3.0%	£39,427	£767	2.0%	£393	1.0%	£1,160	3.0%	£2,290	6.1%
107	NPS Band 5	8	£37,906	£38,660	£754	2.0%	£383	1.0%	£1,137	3.0%	£39,427	£767	2.0%	£393	1.0%	£1,160	3.0%	£2,297	6.1%
108	NPS Band 5	8	£38,277	£38,660	£383	1.0%	£765	2.0%	£1,148	3.0%	£39,427	£767	2.0%	£393	1.0%	£1,160	3.0%	£2,308	6.0%
109	NPS Band 5	3	£38,660	£39,427	£767	2.0%	£393	1.0%	£1,160	3.0%	£41,021	£1,594	4.0%	£0	0.0%	£1,594	4.0%	£2,753	7.1%
110	NPS Band 5	6	£39,046	£39,427	£381	1.0%	£790	2.0%	£1,171	3.0%	£41,021	£1,594	4.0%	£0	0.0%	£1,594	4.0%	£2,765	7.1%
111	NPS Band 5	28	£39,427	£40,216	£789	2.0%	£394	1.0%	£1,183	3.0%	£41,021	£804	2.0%	£402	1.0%	£1,206	3.0%	£2,389	6.1%
112	NPS Band 5	371	£39,818	£40,216	£398	1.0%	£796	2.0%	£1,195	3.0%	£41,021	£804	2.0%	£402	1.0%	£1,206	3.0%	£2,401	6.0%

## Band 6 - Consolidated increases and top up worth a minimum of 3% - 3% inc to max in Year 1 and 1% increase to max in Year 2.

Spine	Band	FTE	Basic Salary - April 2017 (substantive grade)	Year 1 (2018) Basic Salary and Non-Consolidate Top up							Year 2 (2019) Basic Salary and Non-Consolidate Top up							Total Value of the 2 Year Offer	
				New Basic Salary - April 2018	Consolidated Increase (£)	Consolidated Increase (%)	Top Up value (non consolidated) £	Top Up value (non consolidated) %	Total value of the pay award (£)	Total value of the pay award (%)	New Basic Salary - April 2019	Consolidated Increase (£)	Consolidated Increase (%)	Top Up value (non consolidated) £	Top Up value (non consolidated) %	Total value of the pay award (£)	Total value of the pay award (%)	£	%
111	NPS Band 6	11	£39,427	£40,235	£808	2.0%	£375	1.0%	£1,183	3.0%	£41,020	£785	2.0%	£422	1.0%	£1,207	3.0%	£2,390	6.1%
112	NPS Band 6	3	£39,818	£40,235	£417	1.0%	£778	2.0%	£1,195	3.0%	£41,020	£785	2.0%	£422	1.0%	£1,207	3.0%	£2,402	6.0%
113	NPS Band 6	2 or less	£40,235	£41,020	£785	2.0%	£422	1.0%	£1,207	3.0%	£42,643	£1,623	4.0%	£0	0.0%	£1,623	4.0%	£2,830	7.0%
114	NPS Band 6	9	£40,619	£41,020	£401	1.0%	£818	2.0%	£1,219	3.0%	£42,643	£1,623	4.0%	£0	0.0%	£1,623	4.0%	£2,842	7.0%
115	NPS Band 6	14	£41,020	£41,787	£767	1.9%	£464	1.1%	£1,231	3.0%	£42,643	£856	2.0%	£398	1.0%	£1,254	3.0%	£2,484	6.1%
116	NPS Band 6	3	£41,429	£41,787	£358	0.9%	£885	2.1%	£1,243	3.0%	£42,643	£856	2.0%	£398	1.0%	£1,254	3.0%	£2,496	6.0%
117	NPS Band 6	8	£41,787	£42,643	£856	2.0%	£398	1.0%	£1,254	3.0%	£44,371	£1,728	4.1%	£0	0.0%	£1,728	4.1%	£2,982	7.1%
118	NPS Band 6	8	£42,222	£42,643	£421	1.0%	£846	2.0%	£1,267	3.0%	£44,371	£1,728	4.1%	£0	0.0%	£1,728	4.1%	£2,995	7.1%
119	NPS Band 6	5	£42,643	£43,497	£854	2.0%	£425	1.0%	£1,279	3.0%	£44,371	£874	2.0%	£431	1.0%	£1,305	3.0%	£2,584	6.1%
120	NPS Band 6	2 or less	£43,072	£43,497	£425	1.0%	£867	2.0%	£1,292	3.0%	£44,371	£874	2.0%	£431	1.0%	£1,305	3.0%	£2,597	6.0%
121	NPS Band 6	2 or less	£43,497	£44,371	£874	2.0%	£431	1.0%	£1,305	3.0%	£46,183	£1,812	4.1%	£0	0.0%	£1,812	4.1%	£3,117	7.2%
122	NPS Band 6	2 or less	£43,933	£44,371	£438	1.0%	£880	2.0%	£1,318	3.0%	£46,183	£1,812	4.1%	£0	0.0%	£1,812	4.1%	£3,130	7.1%
123	NPS Band 6	2 or less	£44,371	£45,269	£898	2.0%	£433	1.0%	£1,331	3.0%	£46,183	£914	2.0%	£444	1.0%	£1,358	3.0%	£2,689	6.1%
124	NPS Band 6	2 or less	£44,818	£45,269	£451	1.0%	£894	2.0%	£1,345	3.0%	£46,183	£914	2.0%	£444	1.0%	£1,358	3.0%	£2,703	6.0%
125	NPS Band 6	2 or less	£45,269	£46,183	£914	2.0%	£444	1.0%	£1,358	3.0%	£49,016	£2,833	6.1%	£0	0.0%	£2,833	6.1%	£4,191	9.3%
126	NPS Band 6	5	£45,726	£46,183	£457	1.0%	£915	2.0%	£1,372	3.0%	£49,016	£2,833	6.1%	£0	0.0%	£2,833	6.1%	£4,205	9.2%
127	NPS Band 6	2 or less	£46,183	£48,531	£2,348	5.1%	£0	0.0%	£2,348	5.1%	£49,016	£485	1.0%	£971	2.0%	£1,456	3.0%	£3,803	8.2%
128	NPS Band 6	15	£46,643	£48,531	£1,888	4.0%	£0	0.0%	£1,888	4.0%	£49,016	£485	1.0%	£971	2.0%	£1,456	3.0%	£3,343	7.2%
129	NPS Band 6	8	£47,117	£48,531	£1,414	3.0%	£0	0.0%	£1,414	3.0%	£49,016	£485	1.0%	£971	2.0%	£1,456	3.0%	£2,869	6.1%

## Band A - Consolidated increases and top up worth a minimum of 3%

Spine	Band	FTE	Basic Salary - April 2017 (substantive grade)	Year 1 (2018) Basic Salary and Non-Consolidate Top up							Year 2 (2019) Basic Salary and Non-Consolidate Top up							Total Value of the 2 Year Offer	
				New Basic Salary - April 2018	Consolidated Increase (£)	Consolidated Increase (%)	Top Up value (non consolidated) £	Top Up value (non consolidated) %	Total value of the pay award (£)	Total value of the pay award (%)	New Basic Salary - April 2019	Consolidated Increase (£)	Consolidated Increase (%)	Top Up value (non consolidated) £	Top Up value (non consolidated) %	Total value of the pay award (£)	Total value of the pay award (%)	£	%
7	NPS Band A	2	£42,859	£43,723	£864	2.0%	£422	1.0%	£1,286	3.0%	£44,609	£886	2.0%	£426	1.0%	£1,312	3.0%	£2,597	6.1%
8	NPS Band A	1	£43,288	£43,723	£435	1.0%	£864	2.0%	£1,299	3.0%	£44,609	£886	2.0%	£426	1.0%	£1,312	3.0%	£2,610	6.0%
9	NPS Band A	0	£43,723	£44,609	£886	2.0%	£426	1.0%	£1,312	3.0%	£46,427	£1,818	4.1%	£0	0.0%	£1,818	4.1%	£3,130	7.2%
10	NPS Band A	2 or less	£44,163	£44,609	£446	1.0%	£879	2.0%	£1,325	3.0%	£46,427	£1,818	4.1%	£0	0.0%	£1,818	4.1%	£3,143	7.1%
11	NPS Band A	2 or less	£44,609	£45,506	£897	2.0%	£441	1.0%	£1,338	3.0%	£46,427	£921	2.0%	£444	1.0%	£1,365	3.0%	£2,703	6.1%
12	NPS Band A	2 or less	£45,056	£45,506	£450	1.0%	£902	2.0%	£1,352	3.0%	£46,427	£921	2.0%	£444	1.0%	£1,365	3.0%	£2,717	6.0%
13	NPS Band A	2 or less	£45,506	£46,427	£921	2.0%	£444	1.0%	£1,365	3.0%	£48,320	£1,893	4.1%	£0	0.0%	£1,893	4.1%	£3,258	7.2%
14	NPS Band A	0	£45,965	£46,427	£462	1.0%	£917	2.0%	£1,379	3.0%	£48,320	£1,893	4.1%	£0	0.0%	£1,893	4.1%	£3,272	7.1%
15	NPS Band A	0	£46,427	£47,360	£933	2.0%	£460	1.0%	£1,393	3.0%	£48,320	£960	2.0%	£461	1.0%	£1,421	3.0%	£2,814	6.1%
16	NPS Band A	0	£46,898	£47,360	£462	1.0%	£945	2.0%	£1,407	3.0%	£48,320	£960	2.0%	£461	1.0%	£1,421	3.0%	£2,828	6.0%
17	NPS Band A	2 or less	£47,360	£48,320	£960	2.0%	£461	1.0%	£1,421	3.0%	£50,278	£1,958	4.1%	£0	0.0%	£1,958	4.1%	£3,379	7.1%
18	NPS Band A	0	£47,845	£48,320	£475	1.0%	£960	2.0%	£1,435	3.0%	£50,278	£1,958	4.1%	£0	0.0%	£1,958	4.1%	£3,393	7.1%
19	NPS Band A	0	£48,320	£49,292	£972	2.0%	£478	1.0%	£1,450	3.0%	£50,278	£986	2.0%	£493	1.0%	£1,479	3.0%	£2,928	6.1%
20	NPS Band A	0	£48,807	£49,292	£485	1.0%	£979	2.0%	£1,464	3.0%	£50,278	£986	2.0%	£493	1.0%	£1,479	3.0%	£2,943	6.0%
21	NPS Band A	0	£49,292	£50,278	£986	2.0%	£493	1.0%	£1,479	3.0%	£54,442	£4,164	8.3%	£0	0.0%	£4,164	8.3%	£5,643	11.4%
22	NPS Band A	0	£49,787	£50,278	£491	1.0%	£1,003	2.0%	£1,494	3.0%	£54,442	£4,164	8.3%	£0	0.0%	£4,164	8.3%	£5,658	11.4%
23	NPS Band A	0	£50,278	£51,800	£1,522	3.0%	£0	0.0%	£1,522	3.0%	£54,442	£2,642	5.1%	£0	0.0%	£2,642	5.1%	£4,164	8.3%
24	NPS Band A	0	£50,784	£51,800	£1,016	2.0%	£508	1.0%	£1,524	3.0%	£54,442	£2,642	5.1%	£0	0.0%	£2,642	5.1%	£4,165	8.2%
25	NPS Band A	0	£51,289	£51,800	£511	1.0%	£1,028	2.0%	£1,539	3.0%	£54,442	£2,642	5.1%	£0	0.0%	£2,642	5.1%	£4,181	8.2%
26	NPS Band A	0	£51,800	£53,374	£1,574	3.0%	£0	0.0%	£1,574	3.0%	£54,442	£1,067	2.0%	£534	1.0%	£1,601	3.0%	£3,176	6.1%
27	NPS Band A	2 or less	£52,319	£53,374	£1,055	2.0%	£514	1.0%	£1,570	3.0%	£54,442	£1,067	2.0%	£534	1.0%	£1,601	3.0%	£3,171	6.1%
28	NPS Band A	0	£52,846	£53,374	£528	1.0%	£1,057	2.0%	£1,585	3.0%	£54,442	£1,067	2.0%	£534	1.0%	£1,601	3.0%	£3,187	6.0%



## Band B - Consolidated increases and top up worth a minimum of 3%

Spine	Band	FTE	Basic Salary - April 2017 (substantive grade)	Year 1 (2018) Basic Salary and Non-Consolidate Top up							Year 2 (2019) Basic Salary and Non-Consolidate Top up							Total Value of the 2 Year Offer	
				New Basic Salary - April 2018	Consolidated Increase (£)	Consolidated Increase (%)	Top Up value (non consolidated) £	Top Up value (non consolidated) %	Total value of the pay award (£)	Total value of the pay award (%)	New Basic Salary - April 2019	Consolidated Increase (£)	Consolidated Increase (%)	Top Up value (non consolidated) £	Top Up value (non consolidated) %	Total value of the pay award (£)	Total value of the pay award (%)	£	%
22	NPS Band B	8	£49,787	£50,784	£997	2.0%	£497	1.0%	£1,494	3.0%	£52,319	£1,535	3.0%	£0	0.0%	£1,535	3.0%	£3,029	6.1%
23	NPS Band B	2 or less	£50,278	£50,784	£506	1.0%	£1,002	2.0%	£1,508	3.0%	£52,319	£1,535	3.0%	£0	0.0%	£1,535	3.0%	£3,043	6.1%
24	NPS Band B	2 or less	£50,784	£52,319	£1,535	3.0%	£0	0.0%	£1,535	3.0%	£54,982	£2,663	5.1%	£0	0.0%	£2,663	5.1%	£4,198	8.3%
25	NPS Band B	5	£51,289	£52,319	£1,030	2.0%	£509	1.0%	£1,539	3.0%	£54,982	£2,663	5.1%	£0	0.0%	£2,663	5.1%	£4,202	8.2%
26	NPS Band B	7	£51,800	£52,319	£519	1.0%	£1,035	2.0%	£1,554	3.0%	£54,982	£2,663	5.1%	£0	0.0%	£2,663	5.1%	£4,217	8.1%
27	NPS Band B	2	£52,319	£53,368	£1,049	2.0%	£521	1.0%	£1,570	3.0%	£54,982	£1,614	3.0%	£0	0.0%	£1,614	3.0%	£3,184	6.1%
28	NPS Band B	0	£52,846	£53,368	£522	1.0%	£1,063	2.0%	£1,585	3.0%	£54,982	£1,614	3.0%	£0	0.0%	£1,614	3.0%	£3,199	6.1%
29	NPS Band B	2 or less	£53,368	£54,982	£1,614	3.0%	£0	0.0%	£1,614	3.0%	£57,798	£2,816	5.1%	£0	0.0%	£2,816	5.1%	£4,430	8.3%
30	NPS Band B	0	£53,903	£54,982	£1,079	2.0%	£538	1.0%	£1,617	3.0%	£57,798	£2,816	5.1%	£0	0.0%	£2,816	5.1%	£4,433	8.2%
31	NPS Band B	2 or less	£54,444	£54,982	£538	1.0%	£1,095	2.0%	£1,633	3.0%	£57,798	£2,816	5.1%	£0	0.0%	£2,816	5.1%	£4,449	8.2%
32	NPS Band B	0	£54,982	£56,096	£1,114	2.0%	£535	1.0%	£1,649	3.0%	£57,798	£1,702	3.0%	£0	0.0%	£1,702	3.0%	£3,351	6.1%
33	NPS Band B	2 or less	£55,544	£56,096	£552	1.0%	£1,114	2.0%	£1,666	3.0%	£57,798	£1,702	3.0%	£0	0.0%	£1,702	3.0%	£3,368	6.1%
34	NPS Band B	0	£56,096	£57,798	£1,702	3.0%	£0	0.0%	£1,702	3.0%	£60,746	£2,948	5.1%	£0	0.0%	£2,948	5.1%	£4,650	8.3%
35	NPS Band B	0	£56,657	£57,798	£1,141	2.0%	£559	1.0%	£1,700	3.0%	£60,746	£2,948	5.1%	£0	0.0%	£2,948	5.1%	£4,648	8.2%
36	NPS Band B	0	£57,220	£57,798	£578	1.0%	£1,139	2.0%	£1,717	3.0%	£60,746	£2,948	5.1%	£0	0.0%	£2,948	5.1%	£4,665	8.2%
37	NPS Band B	0	£57,798	£58,951	£1,153	2.0%	£581	1.0%	£1,734	3.0%	£60,746	£1,795	3.0%	£0	0.0%	£1,795	3.0%	£3,529	6.1%
38	NPS Band B	0	£58,376	£58,951	£575	1.0%	£1,176	2.0%	£1,751	3.0%	£60,746	£1,795	3.0%	£0	0.0%	£1,795	3.0%	£3,546	6.1%
39	NPS Band B	0	£58,951	£60,746	£1,795	3.0%	£0	0.0%	£1,795	3.0%	£65,123	£4,377	7.2%	£0	0.0%	£4,377	7.2%	£6,172	10.5%
40	NPS Band B	0	£59,553	£60,746	£1,193	2.0%	£594	1.0%	£1,787	3.0%	£65,123	£4,377	7.2%	£0	0.0%	£4,377	7.2%	£6,164	10.3%
41	NPS Band B	0	£60,137	£60,746	£609	1.0%	£1,195	2.0%	£1,804	3.0%	£65,123	£4,377	7.2%	£0	0.0%	£4,377	7.2%	£6,181	10.3%
42	NPS Band B	2 or less	£60,746	£61,967	£1,221	2.0%	£601	1.0%	£1,822	3.0%	£65,123	£3,156	5.1%	£0	0.0%	£3,156	5.1%	£4,978	8.2%
43	NPS Band B	2 or less	£61,358	£61,967	£609	1.0%	£1,232	2.0%	£1,841	3.0%	£65,123	£3,156	5.1%	£0	0.0%	£3,156	5.1%	£4,997	8.1%
44	NPS Band B	2 or less	£61,967	£63,846	£1,879	3.0%	£0	0.0%	£1,879	3.0%	£65,123	£1,277	2.0%	£638	1.0%	£1,915	3.0%	£3,795	6.1%
45	NPS Band B	0	£62,589	£63,846	£1,257	2.0%	£621	1.0%	£1,878	3.0%	£65,123	£1,277	2.0%	£638	1.0%	£1,915	3.0%	£3,793	6.1%
46	NPS Band B	2 or less	£63,214	£63,846	£632	1.0%	£1,264	2.0%	£1,896	3.0%	£65,123	£1,277	2.0%	£638	1.0%	£1,915	3.0%	£3,812	6.0%

## Band C - Consolidated increases and top up worth a minimum of 3%

Spine	Band	FTE	Basic Salary - April 2017 (substantive grade)	Year 1 (2018) Basic Salary and Non-Consolidate Top up							Year 2 (2019) Basic Salary and Non-Consolidate Top up							Total Value of the 2 Year Offer	
				New Basic Salary - April 2018	Consolidated Increase (£)	Consolidated Increase (%)	Top Up value (non consolidated) £	Top Up value (non consolidated) %	Total value of the pay award (£)	Total value of the pay award (%)	New Basic Salary - April 2019	Consolidated Increase (£)	Consolidated Increase (%)	Top Up value (non consolidated) £	Top Up value (non consolidated) %	Total value of the pay award (£)	Total value of the pay award (%)	£	%
35	NPS Band C	12	£56,657	£57,798	£1,141	2.0%	£559	1.0%	£1,700	3.0%	£59,553	£1,755	3.0%	£0	0.0%	£1,755	3.0%	£3,455	6.1%
36	NPS Band C	46	£57,220	£57,798	£578	1.0%	£1,139	2.0%	£1,717	3.0%	£59,553	£1,755	3.0%	£0	0.0%	£1,755	3.0%	£3,472	6.1%
37	NPS Band C	2 or less	£57,798	£59,553	£1,755	3.0%	£0	0.0%	£1,755	3.0%	£62,589	£3,036	5.1%	£0	0.0%	£3,036	5.1%	£4,791	8.3%
38	NPS Band C	0	£58,376	£59,553	£1,177	2.0%	£574	1.0%	£1,751	3.0%	£62,589	£3,036	5.1%	£0	0.0%	£3,036	5.1%	£4,787	8.2%
39	NPS Band C	2 or less	£58,951	£59,553	£602	1.0%	£1,167	2.0%	£1,769	3.0%	£62,589	£3,036	5.1%	£0	0.0%	£3,036	5.1%	£4,805	8.2%
40	NPS Band C	4	£59,553	£60,746	£1,193	2.0%	£594	1.0%	£1,787	3.0%	£62,589	£1,843	3.0%	£0	0.0%	£1,843	3.0%	£3,630	6.1%
41	NPS Band C	0	£60,137	£60,746	£609	1.0%	£1,195	2.0%	£1,804	3.0%	£62,589	£1,843	3.0%	£0	0.0%	£1,843	3.0%	£3,647	6.1%
42	NPS Band C	2 or less	£60,746	£62,589	£1,843	3.0%	£0	0.0%	£1,843	3.0%	£65,774	£3,185	5.1%	£0	0.0%	£3,185	5.1%	£5,028	8.3%
43	NPS Band C	2 or less	£61,358	£62,589	£1,231	2.0%	£610	1.0%	£1,841	3.0%	£65,774	£3,185	5.1%	£0	0.0%	£3,185	5.1%	£5,026	8.2%
44	NPS Band C	3	£61,967	£62,589	£622	1.0%	£1,237	2.0%	£1,859	3.0%	£65,774	£3,185	5.1%	£0	0.0%	£3,185	5.1%	£5,044	8.1%
45	NPS Band C	2 or less	£62,589	£63,845	£1,256	2.0%	£622	1.0%	£1,878	3.0%	£65,774	£1,929	3.0%	£0	0.0%	£1,929	3.0%	£3,807	6.1%
46	NPS Band C	2 or less	£63,214	£63,845	£631	1.0%	£1,265	2.0%	£1,896	3.0%	£65,774	£1,929	3.0%	£0	0.0%	£1,929	3.0%	£3,825	6.1%
47	NPS Band C	3	£63,845	£65,774	£1,929	3.0%	£0	0.0%	£1,929	3.0%	£69,135	£3,361	5.1%	£0	0.0%	£3,361	5.1%	£5,290	8.3%
48	NPS Band C	8	£64,477	£65,774	£1,297	2.0%	£637	1.0%	£1,934	3.0%	£69,135	£3,361	5.1%	£0	0.0%	£3,361	5.1%	£5,295	8.2%
49	NPS Band C	7	£65,133	£65,774	£641	1.0%	£1,313	2.0%	£1,954	3.0%	£69,135	£3,361	5.1%	£0	0.0%	£3,361	5.1%	£5,315	8.2%
50	NPS Band C	9	£65,774	£67,091	£1,317	2.0%	£656	1.0%	£1,973	3.0%	£69,135	£2,044	3.0%	£0	0.0%	£2,044	3.0%	£4,017	6.1%
51	NPS Band C	0	£66,440	£67,091	£651	1.0%	£1,342	2.0%	£1,993	3.0%	£69,135	£2,044	3.0%	£0	0.0%	£2,044	3.0%	£4,037	6.1%
52	NPS Band C	0	£67,091	£69,135	£2,044	3.0%	£0	0.0%	£2,044	3.0%	£74,112	£4,977	7.2%	£0	0.0%	£4,977	7.2%	£7,021	10.5%
53	NPS Band C	0	£67,768	£69,135	£1,367	2.0%	£666	1.0%	£2,033	3.0%	£74,112	£4,977	7.2%	£0	0.0%	£4,977	7.2%	£7,010	10.3%
54	NPS Band C	0	£68,443	£69,135	£692	1.0%	£1,361	2.0%	£2,053	3.0%	£74,112	£4,977	7.2%	£0	0.0%	£4,977	7.2%	£7,030	10.3%
55	NPS Band C	0	£69,135	£70,518	£1,383	2.0%	£691	1.0%	£2,074	3.0%	£74,112	£3,594	5.1%	£0	0.0%	£3,594	5.1%	£5,668	8.2%
56	NPS Band C	0	£69,826	£70,518	£692	1.0%	£1,403	2.0%	£2,095	3.0%	£74,112	£3,594	5.1%	£0	0.0%	£3,594	5.1%	£5,688	8.1%
57	NPS Band C	0	£70,518	£72,658	£2,140	3.0%	£0	0.0%	£2,140	3.0%	£74,112	£1,453	2.0%	£727	1.0%	£2,180	3.0%	£4,320	6.1%
58	NPS Band C	0	£71,228	£72,658	£1,430	2.0%	£706	1.0%	£2,137	3.0%	£74,112	£1,453	2.0%	£727	1.0%	£2,180	3.0%	£4,317	6.1%
59	NPS Band C	0	£71,939	£72,658	£719	1.0%	£1,439	2.0%	£2,158	3.0%	£74,112	£1,453	2.0%	£727	1.0%	£2,180	3.0%	£4,338	6.0%