Comparative Probation Pay: 2010 vs 2026 (Bands 1 to 6)

	A	B	C	D	E
Pay Bands	***Old Pay*** **2010/11 Actual Pay Figures**	***Fair Pay*** **What our 2010/11 salaries are worth today** Retail Price Index (RPI) * inflation-adjusted figures, as of August 2026 *(to nearest £)*	***Current Pay*** **2025/26 Actual Pay Figures** Current real-time pay pending 2026/27 pay deal	**2026/27 Pay Offer: 5%** If paid, this would apply from April 2026, and would be backdated along with CBF progression, where applicable *(to nearest £)* *(Column C plus 5%)*	***The Shortfall*** The difference between what our pay would be in 2026/27 had it kept up with inflation (RPI), and the current 2026/27 5% offer *(Column B minus column D)*
National Minimum Wage (NMW) *(rounded up to nearest £)*	*£11160 in April 2010, rising to £11410 in October 2010*		*£23493 in April 2025* *£24455 in April 2026 - current*	*£24455 in April 2026 - current* *Projected to rise to an estimated £25359 in April 2027***	
Band 1	£14464 to £17072 *(Note: this exceeded annual NMW by over £3000 at the time)*	Band 1 was discontinued in April 2021, following the 2020 pay agreement. This was due to entry level salaries continually falling to keep up with National Minimum Wage. As a result, Band 1 roles (administrative support and reception) were uplifted to Band 2 (case administrator pay). *Source: NPS Pay Offer 2020/2021 | Napo*			
Band 2	£17245 to £21301	£32786 to £40497	£24645 to £26723	£25877 to £28059 *(Note: this will only exceed next year's estimated annual NMW by around £500)*	£6909 to £12438
Band 3	£21821 to £27102	£41486 to £51526	£28064 to £33549	£29467 to £35226	£12019 to £16300
Band 4	£28750 to £35727	£54659 to £67924	£37238 to £44520	£39100 to £46746	£15559 to £21178
Band 5	***£34677 to £39424	£65928 to £74952	£46746 to £48760	£49083 to £51198	£16845 to £23754
Band 6	***£39037 to £46650	£74217 to £88690	£51203 to £56111	£53763 to £58917	£20454 to £29773

* Figures based on the Retail Price Index (RPI) as of August 2026. Source: Inflation Calculator | Free RPI Inflation Calculator UK | HL – uses official Office for National Statistics (ONS) data.

Retail Price Index (RPI) measures the average change over time in the prices paid by consumers for goods & services, including the changes in housing costs, council tax and mortgage interest. The figures in the green column represent the inflation-adjusted salaries required today, to maintain the same purchasing power that your salaries had in 2010.

The use of RPI to track inflation sits in line with current Trades Union Congress (TUC) policy (2023 - Motion 19 RPI – save the rate – TUC Congress Motions), and has been their position for a number of years, as seen in evidence to a previous Parliamentary Committee (2018 - RPI0006 - Evidence on The use of RPI.) RPI is understood to be a more accurate measure of the actual cost of living increases faced by workers and households.

** National Minimum Wage 2027: The Low Pay Commission consultation for 2026 included an indicative National Living Wage range of £13.02 to £13.34 for April 2027, with a central estimate of £13.18. £13.18 x 37 hours x 52 weeks = £25359 annual central estimated minimum salary.
Source: Minimum Wage 2027: What Is Confirmed So Far | MinimumWage.org.uk

*** Pay overlaps between max/min of Bands 4/5 and Bands 5/6 - this was finally addressed in the 2022 to 2025 multi-year pay deal, and promotional uplifts were applied for staff moving up a band in the meantime.