



NHS Terms & Conditions of Service Pay Progression Changes effective 1st April 2019

Key Changes for new starters to the NHS or existing staff promoted* to a new role from 1st April 2019

- The new pay progression system is underpinned by the annual appraisal process
- The new pay bands describe the minimum length of service on a pay step point required before staff are eligible to move to the next pay step
- New starters will start on the entry point of the band
- Staff will not 'automatically' progress to the next pay step in the appointed Pay Band
- Staff will be expected to meet the required standards and therefore progress on their 'pay step' date.
- The 'pay step' date is the anniversary of the date an individual commenced employment in the band
- Where staff move to a role in a higher pay band, their pay step date will become the anniversary of the date they commenced employment in that new band
- Continuous previous service with any NHS employer counts in respect of reckonable service for pay step eligibility.
- Staff will be able to progress to the next pay step point on their pay step date where the following can be demonstrated;
 - (i) The appraisal process has been completed within the last 12 months and outcomes are in line with the organisation's standards
 - (ii) There is no formal capability in process in place
 - (iii) There is no formal disciplinary sanction live on the staff member's record
 - (iv) Statutory and/or Mandatory training has been completed

*NHS Staff in post prior to 1st April 2019, will retain their existing pay step date (former incremental date) and move automatically through their pay journey during transition. Transitional arrangements will be in place until 31 March 2021.

<https://www.nhsemployers.org/case-studies-and-resources/2019/01/pay-progression-annex-23>

<https://www.nhsemployers.org/your-workforce/2018-contract-refresh/pay-progression/guidance-for-staff>

