

# 2018-20 pay offers to government employees

Pay group*	Consolidated increase 2018-20**	
	<b>Healthcare Assistant</b> (NM01.4)	<b>10.9%</b>  <b>£2,674</b>
	<b>Senior Staff Nurse***</b> (NM04.4)	<b>10.9%</b>  <b>£4,563</b>
	<b>Teacher</b> (U5)	<b>8.6%</b> + 2.1% <b>one-off cash</b>  <b>£4,396</b> + £1,103 <b>one-off cash</b>
	<b>Specialist / Senior Firefighter</b> (FFA A4)	<b>8.6%</b> + 2.1% <b>one-off cash</b>  <b>£3,840</b> + £945 <b>one-off cash</b>
	<b>Police Constable</b> (PLCO 13)	<b>8.6%</b> + 2.1% <b>one-off cash</b>  <b>£4,863</b> + £1,197 <b>one-off cash</b>
	<b>Prison Officer</b> (PRIS 04)	<b>8.6%</b> + 2.1% <b>one-off cash</b>  <b>£4,084</b> + £1,004 <b>one-off cash</b>
	<b>Civil Servant</b> (CS 06.3)	<b>6.5%</b> + 2.1% <b>one-off cash</b>  <b>£2,045</b> + £664 <b>one-off cash</b>

\*These are most populous grades in each pay group, used to illustrate the value of the pay offers.

\*\*The RPI figure of 3.1% used for these calculations is the current forecast for September 2019 by the Fiscal Policy Panel. The actual September 2019 RPI figure might be higher or lower.

\*\*\*Nurses at some grades will also receive an additional consolidated increase to close the pay gap.