

<b>Nurses and Midwives</b>				
<b>Standard Hours of Work (per week)</b>	<b>Standard number of weeks worked per year</b>	<b>Shift Included in Base Pay</b>	<b>Standby Included in Base Pay</b>	<b>Other Conditions Included in Base Pay</b>
<b>37.5</b>	<b>52.18</b>	<b>N</b>	<b>N</b>	<b>N</b>
		<b>Shift Payments made in addition to Base Pay</b>	<b>Standby Payments made in addition to Base Pay</b>	<b>Other Payments made in addition to Base Pay*</b>
		<b>Y</b>	<b>Y</b>	<b>Y</b>

\*Other conditions may include, overtime, additional skill or responsibility payments

**\*\*NM01 1 removed with effect  
01/01/2020**

<b>Nurses and Midwives</b>							
<b>Grade</b>	<b>People Link Grade/ Increment</b>	<b>2019 Annual Rate</b>	<b>2019 Hourly Rate</b>	<b>2020 Annual Rate</b>	<b>2020 Hourly Rate</b>	<b>2021 Annual Rate</b>	<b>2021 Hourly Rate</b>
		<b>3.0%</b> <b>(wef 01/01/19)</b>	<b>(wef 01/01/19)</b>	<b>(wef 01/01/20)</b>	<b>(wef 01/01/20)</b>	<b>0.9%</b> <b>(wef 01/01/21)</b>	<b>(wef 01/01/21)</b>
<b>1</b>	<b>**NM01 1</b>	£26,134	£13.3558	<b>**N/A</b>		<b>**N/A</b>	
	<b>NM01 2</b>	£26,787	£13.6895	£27,858	£14.2369	<b>£28,109</b>	<b>£14.3650</b>
	<b>NM01 3</b>	£27,323	£13.9635	£28,416	£14.5220	<b>£28,672</b>	<b>£14.6527</b>
	<b>NM01 4</b>	£27,857	£14.2364	£29,177	£14.9109	<b>£29,440</b>	<b>£15.0451</b>
	<b>NM01 5</b>	£28,391	£14.5093	£30,175	£15.4210	<b>£30,447</b>	<b>£15.5598</b>
<b>2</b>	<b>NM02 1</b>	£30,544	£15.6096	£31,766	£16.2341	<b>£32,052</b>	<b>£16.3802</b>
	<b>NM02 2</b>	£31,080	£15.8835	£32,323	£16.5187	<b>£32,614</b>	<b>£16.6674</b>
	<b>NM02 3</b>	£31,619	£16.1589	£32,884	£16.8054	<b>£33,180</b>	<b>£16.9567</b>
	<b>NM02 4</b>	£32,160	£16.4354	£33,446	£17.0926	<b>£33,747</b>	<b>£17.2465</b>
<b>3</b>	<b>NM03 1</b>	£34,895	£17.8331	£36,291	£18.5466	<b>£36,618</b>	<b>£18.7135</b>
	<b>NM03 2</b>	£35,435	£18.1091	£36,852	£18.8333	<b>£37,184</b>	<b>£19.0028</b>
	<b>NM03 3</b>	£35,974	£18.3846	£37,413	£19.1200	<b>£37,750</b>	<b>£19.2921</b>
	<b>NM03 4</b>	£36,514	£18.6605	£37,975	£19.4072	<b>£38,317</b>	<b>£19.5818</b>
<b>4</b>	<b>*NMP4 1</b>	£40,350	£20.6209	£41,964	£21.4458	<b>£42,342</b>	<b>£21.6388</b>
	<b>*NMP4 2</b>	£41,198	£21.0543	£42,846	£21.8965	<b>£43,232</b>	<b>£22.0936</b>
<b>4</b>	<b>NM04 1</b>	£42,045	£21.4872	£43,727	£22.3467	<b>£44,121</b>	<b>£22.5479</b>
	<b>NM04 2</b>	£42,892	£21.9200	£44,736	£22.8624	<b>£45,139</b>	<b>£23.0682</b>
	<b>NM04 3</b>	£43,742	£22.3544	£46,993	£24.0158	<b>£47,416</b>	<b>£24.2320</b>
	<b>NM04 4</b>	£44,593	£22.7893	£49,357	£25.2240	<b>£49,801</b>	<b>£25.4510</b>
<b>5</b>	<b>*NMP5 1</b>	£46,789	£23.9116	£48,661	£24.8683	<b>£49,099</b>	<b>£25.0921</b>
	<b>*NMP5 2</b>	£47,844	£24.4507	£49,758	£25.4289	<b>£50,206</b>	<b>£25.6578</b>
<b>5</b>	<b>NM05 1</b>	£48,899	£24.9899	£50,855	£25.9895	<b>£51,313</b>	<b>£26.2234</b>
	<b>NM05 2</b>	£49,955	£25.5296	£51,953	£26.5507	<b>£52,421</b>	<b>£26.7896</b>
	<b>NM05 3</b>	£51,017	£26.0723	£53,058	£27.1154	<b>£53,536</b>	<b>£27.3594</b>
	<b>NM05 4</b>	£52,077	£26.6140	£54,389	£27.7956	<b>£54,879</b>	<b>£28.0457</b>
<b>6</b>	<b>NM06 1</b>	£55,891	£28.5632	£58,127	£29.7059	<b>£58,650</b>	<b>£29.9732</b>
	<b>NM06 2</b>	£57,060	£29.1606	£59,342	£30.3268	<b>£59,876</b>	<b>£30.5998</b>
	<b>NM06 3</b>	£58,229	£29.7580	£60,558	£30.9483	<b>£61,103</b>	<b>£31.2268</b>
	<b>NM06 4</b>	£59,398	£30.3554	£61,774	£31.5697	<b>£62,330</b>	<b>£31.8538</b>
<b>7</b>	<b>NM07 1</b>	£61,267	£31.3106	£63,718	£32.5632	<b>£64,291</b>	<b>£32.8562</b>
	<b>NM07 2</b>	£62,436	£31.9080	£64,933	£33.1841	<b>£65,517</b>	<b>£33.4828</b>
	<b>NM07 3</b>	£63,608	£32.5070	£66,152	£33.8071	<b>£66,747</b>	<b>£34.1113</b>
	<b>NM07 4</b>	£64,776	£33.1039	£67,367	£34.4280	<b>£67,973</b>	<b>£34.7379</b>
<b>8</b>	<b>NM08 1</b>	£65,128	£33.2838	£67,733	£34.6151	<b>£68,343</b>	<b>£34.9266</b>

	<b>NM08 2</b>	£66,525	£33.9977	£69,679	£35.6096	<b>£70,306</b>	<b>£35.9300</b>
	<b>NM08 3</b>	£67,918	£34.7096	£72,901	£37.2562	<b>£73,557</b>	<b>£37.5915</b>
	<b>NM08 4</b>	£69,309	£35.4205	£76,299	£38.9927	<b>£76,986</b>	<b>£39.3437</b>
<b>8C*</b>	<b>NMC8 1</b>	£75,323	£38.4939	£78,336	£40.0337	<b>£79,041</b>	<b>£40.3940</b>
	<b>NMC8 2</b>	£76,788	£39.2426	£79,860	£40.8126	<b>£80,579</b>	<b>£41.1799</b>
	<b>NMC8 3</b>	£78,252	£39.9908	£82,815	£42.3227	<b>£83,560</b>	<b>£42.7036</b>
	<b>NMC8 4</b>	£79,717	£40.7395	£86,279	£44.0930	<b>£87,056</b>	<b>£44.4898</b>
<b>8D*</b>	<b>NMD8 1</b>	£82,504	£42.1638	£86,279	£44.0930	<b>£87,056</b>	<b>£44.4898</b>
	<b>NMD8 2</b>	£83,970	£42.9130	£89,190	£45.5807	<b>£89,993</b>	<b>£45.9909</b>
	<b>NMD8 3</b>	£85,436	£43.6622	£92,201	£47.1195	<b>£93,031</b>	<b>£47.5435</b>
	<b>NMD8 4</b>	£86,901	£44.4109	£95,306	£48.7063	<b>£96,164</b>	<b>£49.1446</b>

\*NMP4 relates to newly qualified Registered Nurses and Operating Department Practitioners only

\*NMP5 relates to newly qualified Registered Midwives only

<b>Theatre Standby Rates</b>				
<b>People Link Pay Element</b>	<b>Detail</b>	<b>2019 Rate 3.0% (wef 01/01/2019)</b>	<b>2020 Rate 4.0% (wef 01/01/2020)</b>	<b>2021 Rate 0.9% (wef 01/01/2021)</b>
<b>2029</b>	Commencing on a weekday or Saturday	£30.77	£32.00	£32.29
<b>2030</b>	Commencing on a Sunday or Bank Holiday	£36.94	£38.42	£38.77

<b>15 Hour Standby / On Call</b>				
<b>People Link Pay Element</b>	<b>Detail</b>	<b>2019 Rate 3.0% (wef 01/01/2019)</b>	<b>2020 Rate 4.0% (wef 01/01/2020)</b>	<b>2021 Rate 0.9% (wef 01/01/2021)</b>
<b>2037</b>	Commencing on a weekday or Saturday	£34.98	£36.38	<b>£36.71</b>
<b>2031</b>	Commencing on a weekday or Saturday - hourly rate	£2.33	£2.42	<b>£2.44</b>
<b>2038</b>	Commencing on a Sunday or Bank Holiday	£41.99	£43.67	<b>£44.06</b>
<b>2032</b>	Commencing on a Sunday or Bank Holiday - hourly rate	£2.80	£2.91	<b>£2.94</b>
<b>2036</b>	Adult Mental Health Liaison Commitment - set amount, no uplift with pay awards	£15.00	£15.00	<b>£15.00</b>

<b>Modern Matron Standby / Call Out</b>				
<b>People Link Pay Element</b>	<b>Detail</b>	<b>2019 Rate 3.0% (wef 01/01/2019)</b>	<b>2020 Rate 4.0% (wef 01/01/2020)</b>	<b>2021 Rate 0.9% (wef 01/01/2021)</b>
<b>2034</b>	Standby / Call Out Payment (monthly)	£614.61	£639.20	<b>£644.95</b>

Allowances				
People Link Pay Element	Detail	2019 Rate 3.0% (wef 01/01/2019)	2020 Rate 4.0% (wef 01/01/2020)	2021 Rate 0.9% (wef 01/01/2020)
2294	Sleep-In Allowance	£45.64	£47.47	<b>£47.90</b>
2123	Responsibility Allowance	£495.00	£514.80	<b>£519.43</b>
2150	Supervision of Midwives - paid monthly**	£166.67	£166.67	<b>£166.67</b>
	Uniform Allowance (Annual)***	£208.14	£208.14	<b>£208.14</b>