

Appendix 1 DA6473

**BAND 5**

INNER LONDON					
ESR GRADE STEP POINT	1	2	3	4	5
Years of Experience	<1 year	1-2 years	2-3 years	3-4 years	4-5 years
BASIC	£15.33	£15.33	£16.53	£16.53	£18.66
HCA	£3.06	£3.06	£3.31	£3.31	£3.73
Basic +HCA	£18.39	£18.39	£19.84	£19.84	£22.39
WTD	£1.85	£1.85	£2.00	£2.00	£2.25
Basic+HCA+WTD	£20.24	£20.24	£21.84	£21.84	£24.64
ESR SCALE POINT	242	252	270	280	310

OUTER LONDON					
ESR GRADE STEP POINT	1	2	3	4	5
Years of Experience	<1 year	1-2 years	2-3 years	3-4 years	4-5 years
BASIC	£15.33	£15.33	£16.53	£16.53	£18.66
HCA	£2.32	£2.32	£2.48	£2.48	£2.80
Basic +HCA	£17.65	£17.65	£19.01	£19.01	£21.46
WTD	£1.85	£1.85	£2.00	£2.00	£2.25
Basic+HCA+WTD	£19.50	£19.50	£21.01	£21.01	£23.71
ESR SCALE POINT	242	252	270	280	310

HCA		
	Min	Max
Inner London (20%)	£18.39	£22.39
Outer London (15%)	£17.65	£21.46

**BAND 6**

INNER LONDON						
ESR GRADE STEP POINT	1	2	3	4	5	6
Years of Experience	<1 year	1-2 years	2-3 years	3-4 years	4-5 years	5-6 years
BASIC	£19.10	£19.10	£20.15	£20.15	£20.15	£22.99
HCA	£3.81	£3.81	£4.03	£4.03	£4.03	£4.18
Basic +HCA	£22.91	£22.91	£24.18	£24.18	£24.18	£27.17
WTD	£2.31	£2.31	£2.43	£2.43	£2.43	£2.77
Basic+HCA+WTD	£25.22	£25.22	£26.61	£26.61	£26.61	£29.94
ESR SCALE POINT	322	342	352	360	380	390

OUTER LONDON						
ESR GRADE STEP POINT	1	2	3	4	5	6
Years of Experience	<1 year	1-2 years	2-3 years	3-4 years	4-5 years	5-6 years
BASIC	£19.10	£19.10	£20.15	£20.15	£20.15	£22.99
HCA	£2.86	£2.86	£2.94	£2.94	£2.94	£2.94
Basic +HCA	£21.96	£21.96	£23.09	£23.09	£23.09	£25.93
WTD	£2.31	£2.31	£2.43	£2.43	£2.43	£2.77
Basic+HCA+WTD	£24.27	£24.27	£25.52	£25.52	£25.52	£28.70
ESR SCALE POINT	322	342	352	360	380	390

HCA		
	Min	Max
Inner London (20%)	£22.91	£27.17
Outer London (15%)	£21.96	£25.93

**BAND 7**

INNER LONDON						
ESR GRADE STEP POINT	1	2	3	4	5	6
Years of Experience	<1 year	1-2 years	2-3 years	3-4 years	4-5 years	5-6 years
BASIC	£23.60	£23.60	£24.82	£24.82	£24.82	£27.01
HCA	£4.18	£4.18	£4.18	£4.18	£4.18	£4.18
Basic +HCA	£27.78	£27.78	£29.00	£29.00	£29.00	£31.19
WTD	£2.85	£2.85	£3.00	£3.00	£3.00	£3.26
Basic+HCA+WTD	£30.63	£30.63	£32.00	£32.00	£32.00	£34.45
ESR SCALE POINT	392	402	412	422	430	440

OUTER LONDON						
ESR GRADE STEP POINT	1	2	3	4	5	6
Years of Experience	<1 year	1-2 years	2-3 years	3-4 years	4-5 years	5-6 years
BASIC	£23.60	£23.60	£24.82	£24.82	£24.82	£27.01
HCA	£2.93	£2.93	£2.93	£2.93	£2.93	£2.93
Basic +HCA	£26.53	£26.53	£27.75	£27.75	£27.75	£29.94
WTD	£2.85	£2.85	£3.00	£3.00	£3.00	£3.26
Basic+HCA+WTD	£29.38	£29.38	£30.75	£30.75	£30.75	£33.20
ESR SCALE POINT	392	402	412	422	430	440

HCA		
	Min	Max
Inner London (20%)	£27.78	£31.19
Outer London (15%)	£26.53	£29.94

Inner London			
	Band 5	Band 6	Band 7
Basic Hourly	£14.53	£18.10	£22.37
Inner London Hourly	£2.90	£3.62	£3.96
WTD	£1.75	£2.18	£2.70
<b>Total</b>	<b>£19.18</b>	<b>£23.90</b>	<b>£29.03</b>

Outer London			
	Band 5	Band 6	Band 7
Basic Hourly	£14.53	£18.10	£22.37
Outer London Hourly	£2.20	£2.72	£2.78
WTD	£1.75	£2.18	£2.70
<b>Total</b>	<b>£18.48</b>	<b>£23.00</b>	<b>£27.85</b>

Basic			
	Band 5	Band 6	Band 7
Basic Hourly	£14.53	£18.10	£22.37
WTD	£1.75	£2.18	£2.70
<b>Total</b>	<b>£16.28</b>	<b>£20.28</b>	<b>£25.07</b>

Enhancements			
	Band 5	Band 6	Band 7
Saturday/Night Enhancem	£4.36	£5.43	£6.71
WTD	£0.53	£0.66	£0.81
<b>Total</b>	<b>£4.89</b>	<b>£6.09</b>	<b>£7.52</b>
Sunday/Bank Holiday Enh	£8.72	£10.86	£13.42
WTD	£1.05	£1.31	£1.62
<b>Total</b>	<b>£9.77</b>	<b>£12.17</b>	<b>£15.04</b>

Bank Only Annual Pay			
	Band 5	Band 6	Band 7
Basic Pay	£28,407.00	£35,392.00	£43,742.00
Inner London	£5,682.00	£7,079.40	£7,746.00
Outer London	£4,313.00	£5,308.80	£5,436.00

Night Duty Enhancement is from 8pm to 6am (Payslip will show Basic pay x Percentage of Hours)	
Band 4 above	Enhancements worked out at 30% for Saturday/Night, and 60% for Sunday/Bank Holidays 

**Bank ONLY Pay Rates 2023-2024 (Mid Point (band 5-7) and Top plus Oncosts)**

Inner London			
	Band 5	Band 6	Band 7
Basic Hourly	£15.67	£19.10	£23.52
Inner London HCAS	£3.13	£3.82	£3.96
WTD	£1.89	£2.31	£2.84
<b>Total</b>	<b>£20.69</b>	<b>£25.23</b>	<b>£30.32</b>
NI	£2.86	£3.48	£4.18
Pension	£2.98	£3.63	£4.36
<b>Total (inc. Oncosts)</b>	<b>£26.52</b>	<b>£32.33</b>	<b>£38.86</b>

Outer London			
	Band 5	Band 6	Band 7
Basic Hourly	£15.67	£19.10	£23.52
Outer London HCAS	£2.35	£2.78	£2.78
WTD	£1.89	£2.31	£2.84
<b>Total</b>	<b>£19.91</b>	<b>£24.19</b>	<b>£29.14</b>
NI	£2.75	£3.34	£4.02
Pension	£2.86	£3.48	£4.19
<b>Total (inc. Oncosts)</b>	<b>£25.52</b>	<b>£31.00</b>	<b>£37.35</b>

Basic			
	Band 5	Band 6	Band 7
Basic Hourly	£15.67	£19.10	£23.52
WTD	£1.89	£2.31	£2.84
<b>Total</b>	<b>£17.56</b>	<b>£21.41</b>	<b>£26.36</b>

Enhancements			
	Band 5	Band 6	Band 7
Saturday/Night Enhancem	£4.70	£5.73	£7.06
WTD	£0.57	£0.69	£0.85
<b>Total</b>	<b>£5.27</b>	<b>£6.42</b>	<b>£7.91</b>
Sunday/Bank Holiday Enh	£9.40	£11.46	£14.11
WTD	£1.13	£1.38	£1.70
<b>Total</b>	<b>£10.54</b>	<b>£12.84</b>	<b>£15.82</b>

Night Duty Enhancement is from 8pm to 6am (Payslip will show Basic pay x Percentage of Hours)	
Band 4 above	Enhancements worked out at 30% for Saturday/Night, and 60% for Sunday/Bank Holidays All Staff get WTD based on basic pay, which is the annual leave pay of 12.07%, reflected in payslip as WTD.