

Payments for unsocial hours

(Applicable in Early Implementers and Ambulance Trusts only)

A. Qualifying hours:

	Mon-Fri	Sat Sun	Bank
hols			
Bands 1-7	1900-0700	All	All
Band 8-9	2200-0700	1300-0900	All

B. Enhancements to basic pay:

Average unsocial hours	Percentage of basic salary	
	Bands 1-7	Band 8-9
0-5	Local agreement	Local agreement
5-9	9%	9%
10-13	13%	10%
14-17	17%	10%
18-21	21%	10%
21+	25%	10%

On - call payments

Frequency of on - call	Value of supplement (% of basic salary)
I in 3 or more	9.5%
I in 6 or more	4.5%
I in 9 or more	3%
I in 12 or more	2%
Up to I in 12	Local Agreement

Join UNISON.

These are just some of the benefits you gain when you are a member of UNISON:

- indemnity insurance
- expert legal services including free assistance with work problems and a package of legal services for you and your family
- cash benefits for accident and work injuries
- special deals on mortgages and saving schemes from the Britannia Building Society
- huge savings on all your insurance needs through UIA (insurance) Ltd and Frizzell Banking Services
- big discounts on holidays and travel
- career qualifications and training with UNISON Education
- UNISON Welfare (Registered charity no. 1023552) provides confidential help, advice and convalescence, and financial assistance may be available to those who need it
- personal loans at preferential rates from Frizzell Banking Services
- car breakdown and recovery services with Britannia Rescue
- use of our own holiday centre at Croyde Bay in Devon
- the UNISON credit card
- tax advice from SimpliTax

For more information on joining UNISON

**or to enquire about the above, call
UNISONdirect on: 0845 355 0845
textphone: 0800 967 968
Web: www.unison.org.uk**

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PAY BANDS AND PAY POINTS ON SECOND AND THIRD PAY SPINES FROM 1 APRIL 2005

Band	Spine point	2005 rate £	Band	Spine point	2005 rate £
1	1	11,494	6	18	19,523*
1	2	11,879	6	20	20,458*
1	3	12,209	6	22	21,448*
1	4	12,539	6	23	22,328
2	1	11,494*	6	24	23,208
2	2	11,879	6	25	24,198
2	3	12,209	6	26	25,188
2	4	12,539	6	27	26,068
2	5	12,924	6	28	26,948
2	6	13,309	6	29	27,828
2	7	13,694	6	30	28,817
2	8	14,189	6	31	30,247
2	9	14,739	7	24	22,768*
3	2	12,044*	7	25	24,198*
3	4	12,539*	7	27	25,628*
3	6	13,144*	7	28	26,948
3	7	13,694	7	29	27,828
3	8	14,189	7	30	28,817
3	9	14,739	7	31	30,247
3	10	15,069	7	32	31,127
3	11	15,509	7	33	32,117
3	12	16,004	7	34	33,217
3	13	16,389	7	35	34,372
4	7	13,914*	7	36	35,527
4	9	14,739*	8A	32	31,127*
4	11	15,289*		33	32,117*
4	12	16,004		34	33,217*
4	13	16,389		35	34,372
4	14	16,994		36	35,527
4	15	17,598		37	36,957
4	16	18,148		38	38,387
4	17	18,698		39	40,036
4	18	19,248		40	41,246
5	13	16,389*	8B	36	35,527*
5	14	17,049*		37	36,957*
5	15	17,598*		38	38,387*
5	17	18,698		39	40,036
5	18	19,248		40	41,246
5	19	19,798		41	43,336
5	20	20,458		42	45,756
5	21	21,118		43	48,176
5	22	21,723		44	49,496
5	23	22,328	8C	40	41,246*
5	24	23,208		41	43,336*
5	25	24,198		42	45,756*
				43	48,176
				44	49,496
				45	51,695
				46	54,115
				47	57,745
				48	59,395

* Pay rates in italics are special transitional points which apply only during assimilation to the new system. They are shown here for convenience. They are explained more fully in Section 46 of the Agenda for Change NHS Terms & Conditions of

Band	Spine point	2005 rate £
8D	44	49,496*
	45	51,695*
	46	54,115*
	47	57,745
	48	59,395
	49	61,870
	50	64,894
	51	68,194
	52	71,494
9	48	59,395*
	49	61,870*
	50	64,894*
	51	68,194
	52	71,494
	53	74,925
	54	78,521
	55	82,291
	56	86,240

Pay bands and job weights

Band	Weight
1	0 - 1 6 0
2	1 6 1 - 2 1 5
3	2 1 6 - 2 7 0
4	2 7 1 - 3 2 5
5	3 2 6 - 3 9 5
6	3 9 6 - 4 6 5
7	4 6 6 - 5 3 9
8a	5 4 0 - 5 8 4
8b	5 8 5 - 6 2 9
8c	6 3 0 - 6 7 4
8d	6 7 5 - 7 2 0
9	7 2 1 - 7 6 5

High Cost Area Payments

	% of basic pay	Minimum	Maximum
Inner London	20%	£3300	£5500
Outer London	15%	£2750	£3850
Fringe	5%	£825	£1430

For information about rates of pay under the Agenda for Change pay agreement, visit www.unison.org.uk/healthcare/a4c or ask your UNISON steward