

NHS Agenda for Change 2023–24 Pay Award

Useful Links

Gross Full Time pay values by Band	https://www.nhsemployers.org/system/files/2023-05/Value-of-NHS-pay-deal-staff-all.pdf
Pay Award Offer	https://www.nhsemployers.org/offer-in-principle
Pay Award FAQs	https://www.nhsemployers.org/payofferFAQs
Universal Credit Guidance	Universal Credit Guidance
Net Pay Calculator	Net Pay Calculator
Pension Banding Thresholds	See End of Document

Q. When will I receive my pay award uplift and arrears?

A The pay award, lump sum and arrears will be processed in the June 2023 Payroll.

Q. How much will I be paid?

A Check the Gross payments for full time posts on your pay band and step point (before tax and NI deductions) against the following link [here](#). Please note, the lump sum payments are based on your banding and pay point as at 31st March. We are unable to calculate net payments for you.

Q. Am I paying the correct rate of NHS pension on my pay rise?

A. Contribution rates can be found in the 'Your contributions from 1 October 2022' from section of the page [here](#).

Q. I left the NHS on a certain date; am I due the one off payment/Non-consolidated payment?

A. The payment is only due if you were employed in the NHS on the 31st March 2023, and it is based on your salary at that point.

Q. I am on Universal Credit. What will the impact of the pay award be?

A. Refer to the [Universal Credit Guidance](#) for further information.

Q. I am on parental leave and have not received my pay award arrears and/or lump sum payment.

A. Please continue to submit your query by clicking on 'My Support', completing the required information and providing as much detail as possible so that we can log your query to the Employee Service Desk.

Q. I think I have been overpaid. What do I do?

A. Check your Gross payments (before tax and NI deductions) against the following link [here](#).

If you still think it is incorrect, please continue to submit your query by clicking on 'My Support', completing the required information and providing as much detail as possible so that we can log your query to the Employee Service Desk.

Q. Can I spread my one off payment/ Non-consolidated payment over a few months?

A. Please refer to your employer for guidance on this.

Q. Will my one off payment/Non-consolidated payment be pro rata'd if I am part time?

A. Yes.

Q. Will my one off payment/Non-consolidated payment be subjected to Tax/National Insurance (NIC) and pension?

A. Yes, your lump sum payments will be subject to tax and NIC however, the sum is not pensionable.

Q. Will the one off payment / Non-consolidated payment take me into the 40 / 45% tax bracket?

A. The one off payment / non-consolidated payment will be included in the pay for this year and will increase taxable earnings. We will not be able to provide tax estimates for this. Please refer to the calculator [here](#) to work out what you may pay.

Q. I only have a Bank/zero hours contract. Will I get the one off payment/ Non-consolidated payment?

A. No, the non-consolidated payments are only payable to NHS employees who are on permanent and fixed term contracts.

Q. I have moved to a new NHS organisation since 31st March 2023. Am I still due the lump sum payment?

A. Yes, your employer as at 31st March will make the payment.

Q. I was on sick leave on 31st March 2023. Will I still get the one off payment/ Non-consolidated payment?

A. Yes.

Q. I was on career break on 31st March 2023. Will I still get the one off payment/ Non-consolidated payment?

A. Please refer to your organisation's NHS Pay Award help page.

Q. I am leaving the organisation during the period I would like my payments spread out over, can I continue to receive payments after I leave?

A. No, any payments due after the employee is due to leave will be paid in the final payslip.

Pension Threshold

Tier	Range	Percentage	Effective Date From
1 (A)	* £0.00 to £13,246.99	5.1	01-Apr-23
2 (B)	£13,247.00 to £17,673.99	5.7	01-Apr-23
3 (C)	£17,674.00 to £24,022.99	6.1	01-Apr-23
4 (D)	£24,023.00 to £25,146.99	6.8	01-Apr-23
5 (E)	£25,147.00 to £29,635.99	7.7	01-Apr-23
6 (F)	£29,636.00 to £30,638.99	8.8	01-Apr-23
7 (G)	£30,639.00 to £45,996.99	9.8	01-Apr-23
8 (H)	£45,997.00 to £51,708.99	10	01-Apr-23
9 (I)	£51,709.00 to £58,972.99	11.6	01-Apr-23
10 (J)	£58,973.00 to £75,632.99	12.5	01-Apr-23
11 (K)	£75,633.00 to £9,999,999.99	13.5	01-Apr-23