

Range 5 Salary Scales

Option 1 - AfC (in NHS Pension Scheme) + HCAS

Spine Point	Annual Gross Salary	Monthly Net Pay	Annual Estimated Pension Increase
1	£25,175	£1,551	£466
2	£25,719	£1,579	£476
3	£26,615	£1,625	£493
4	£27,672	£1,680	£512
5	£28,804	£1,738	£533
6	£29,947	£1,797	£555
7	£31,154	£1,859	£577
8	£32,407	£1,924	£600

Option 2 - AfC (alternative pay scheme) + HCAS

Spine Point	Annual Gross Salary	Monthly Net Pay	Increase to Net Monthly Pay
1	£27,761	£1,831	£280
2	£28,356	£1,865	£286
3	£29,339	£1,920	£295
4	£30,497	£1,986	£306
5	£31,737	£2,056	£318
6	£32,990	£2,127	£330
7	£34,312	£2,202	£342
8	£35,685	£2,280	£356

The typical shift pattern assumes the shifts an individual works across a year will be evenly distributed across weekdays and weekends and across day, late and night shifts. For example the pattern assumes that 70% of all shifts would be worked Monday - Friday and of these 2 in 5 would be late or night shifts.

Option 1 - Typical Shift pattern

Spine Point	Annual Gross Salary	Monthly Net Pay	Annual Estimated Pension Increase
1	£30,764	£1,839	£570
2	£31,429	£1,873	£582
3	£32,524	£1,930	£602
4	£33,816	£1,997	£626
5	£35,199	£2,068	£652
6	£36,595	£2,140	£678
7	£38,070	£2,216	£705
8	£39,601	£2,295	£733

Option 2 - Typical Shift pattern

Spine Point	Annual Gross Salary	Monthly Net Pay	Increase to net Monthly Pay
1	£33,923	£2,180	£341
2	£34,651	£2,221	£348
3	£35,852	£2,289	£359
4	£37,267	£2,369	£373
5	£38,783	£2,455	£387
6	£40,314	£2,542	£402
7	£41,929	£2,634	£417
8	£43,607	£2,719	£423

Range 5 Hourly Rates

Option 1 - AfC (in NHS Pension Scheme) + HCAS

Spine Point	Day	Late/Saturday	Sunday and BH
1	£12.91	£14.46	£17.80
2	£13.19	£14.82	£18.24
3	£13.65	£15.42	£18.98
4	£14.19	£16.04	£19.74
5	£14.77	£16.70	£20.55
6	£15.36	£17.36	£21.37
7	£15.98	£18.06	£22.23
8	£16.62	£18.79	£23.12

Option 2 - AfC (alternative pay scheme) + HCAS

Spine Point	Day	Late/Saturday	Sunday and BH
1	£14.24	£16.19	£19.92
2	£14.54	£16.58	£20.41
3	£15.05	£17.24	£21.22
4	£15.64	£17.92	£22.06
5	£16.28	£18.65	£22.96
6	£16.92	£19.39	£23.86
7	£17.60	£20.17	£24.82
8	£18.30	£20.97	£25.81

These tables provide indicative hourly rates for staff at Band 5 for the standard AfC pay scales and the Oxleas alternative pay scheme option. With the exception of the NHS Pension staff choosing Oxleas alternative pay scheme receive the same entitlements as substantive staff.

- Comprehensive training package
- Lease car scheme
- Paid Annual leave
- Childcare vouchers
- Ill Health benefits
- Cycle to work scheme
- Maternity / Paternity pay
- Staff Discounts
- Flexible working
- Discounted High Street vouchers
- 12 hour shifts
- Career path across different services