

2024/25 hourly rates and overtime pay

Employees should receive overtime rates for work above full-time contractual hours. Staff employed at bands 8 and 9 are not eligible for overtime pay. Overtime pay is paid at the basic rate and does not include high-cost area supplements.



	Entry point hourly rate	Overtime rates	Public holiday rates	Intermediate point hourly rate	Overtime rates	Public holiday rates	Top point hourly rate	Overtime rates	Public holiday rates
ENGLAND									
Band 2	£12.08	£18.12	£24.16						
Band 3	£12.31	£18.47	£24.62				£13.13	£19.70	£26.26
Band 4	£13.57	£20.36	£27.14				£14.89	£22.34	£29.78
Band 5	£15.33	£23.00	£30.66	£16.53	£24.80	£33.06	£18.66	£27.99	£37.32
Band 6	£19.10	£28.65	£38.20	£20.15	£30.23	£40.30	£22.99	£34.49	£45.98
Band 7	£23.60	£35.40	£47.20	£24.82	£37.23	£49.64	£27.01	£40.52	£54.02
SCOTLAND – www.gov.scot/publications/nhs-staff-pay/pages/agenda-for-change-staff/									
Band 2	£12.78	£19.17	£25.56				£13.87	£20.81	£27.74
Band 3	£13.93	£20.90	£27.86				£15.03	£22.55	£30.06
Band 4	£15.09	£22.64	£30.18				£16.42	£24.63	£32.84
Band 5	£16.53	£24.80	£33.06	£17.66	£26.49	£35.32	£20.60	£30.90	£41.20
Band 6	£20.69	£31.04	£41.38	£21.60	£32.40	£43.20	£25.21	£37.82	£50.42
Band 7	£25.29	£37.94	£50.58	£26.25	£39.38	£52.50	£29.41	£44.12	£58.82
WALES – www.nhs.wales/files/pc-resources/afc-w-02-2024-pay-award-for-2024-25-pdf-pdf/									
Band 2	£12.26	£18.39	£24.52						
Band 3	£12.50	£18.75	£25.00				£13.33	£20.00	£26.66
Band 4	£13.57	£20.36	£27.14				£14.89	£22.34	£29.78
Band 5	£15.33	£23.00	£30.66	£16.53	£24.80	£33.06	£18.66	£27.99	£37.32
Band 6	£19.10	£28.65	£38.20	£20.15	£30.23	£40.30	£22.99	£34.49	£45.98
Band 7	£23.60	£35.40	£47.20	£24.82	£37.23	£49.64	£27.01	£40.52	£54.02
NORTHERN IRELAND – Pay Bands in Health and Social Care - HSCNI Jobs									
Band 2	£11.45	£17.17	£22.90						
Band 3	£11.67	£17.50	£23.34				£12.45	£18.67	£24.89
Band 4	£12.86	£19.29	£25.72				£14.11	£21.17	£28.23
Band 5	£14.53	£21.79	£29.06	£15.67	£23.51	£31.34	£17.69	£26.53	£35.37
Band 6	£18.10	£27.15	£36.20	£19.10	£28.65	£38.20	£21.80	£32.70	£43.59
Band 7	£22.37	£33.56	£44.74	£23.52	£35.29	£47.05	£25.60	£38.40	£38.40