

# 2025/26 hourly rates and overtime pay

Part-time employees receive time rates for additional hours up to 37.5 hours per week.  
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 HCAs.



	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
<b>ENGLAND:</b> <a href="https://nhsemployers.org/articles/pay-scales-202526">nhsemployers.org/articles/pay-scales-202526</a>									
Band 2	£12.51	£18.77	£25.02						
Band 3	£12.75	£19.13	£25.50				£13.60	£20.40	£27.20
Band 4	£14.06	£21.09	£28.12				£15.43	£23.15	£30.86
Band 5	£15.88	£23.82	£31.76	£17.13	£25.70	£34.26	£19.33	£29.00	£38.66
Band 6	£19.78	£29.67	£39.56	£20.88	£31.32	£41.76	£23.82	£35.73	£47.64
Band 7	£24.45	£36.68	£48.90	£25.71	£38.57	£51.42	£27.98	£41.97	£55.96
<b>SCOTLAND:</b> <a href="https://gov.scot/publications/nhs-staff-pay/pages/agenda-for-change-staff/">gov.scot/publications/nhs-staff-pay/pages/agenda-for-change-staff/</a>									
Band 2	£13.32	£19.98	£26.64				£14.46	£21.69	£28.92
Band 3	£14.52	£21.78	£29.04				£15.67	£23.51	£31.34
Band 4	£15.73	£23.60	£31.46				£17.11	£25.67	£34.22
Band 5	£17.23	£25.85	£34.46	£18.41	£27.62	£36.82	£21.47	£32.21	£42.94
Band 6	£21.57	£32.36	£43.14	£22.52	£33.78	£45.04	£26.28	£39.42	£52.56
Band 7	£26.36	£39.54	£52.72	£27.37	£41.06	£54.74	£30.66	£45.99	£61.32
<b>WALES:</b> <a href="https://nhs.wales/files/pc-resources/afc-w-02-2025-pdf-2-pdf/">nhs.wales/files/pc-resources/afc-w-02-2025-pdf-2-pdf/</a>									
Band 2	£12.70	£19.05	£25.40						
Band 3	£12.95	£19.42	£25.89				£13.81	£20.71	£27.62
Band 4	£14.27	£21.40	£28.54				£15.66	£23.49	£31.32
Band 5	£16.12	£24.18	£32.24	£17.38	£26.08	£34.77	£19.62	£29.43	£39.24
Band 6	£20.08	£30.12	£40.16	£21.19	£31.79	£42.39	£24.18	£36.27	£48.36
Band 7	£24.82	£37.23	£49.64	£26.10	£39.15	£52.20	£28.40	£42.60	£56.80
<b>NORTHERN IRELAND:</b> <a href="https://jobs.hscni.net/Information/8/pay-bands-in-health-social-care?utm_source">jobs.hscni.net/Information/8/pay-bands-in-health-social-care?utm_source</a>									
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	£20.35	£27.14				£14.89	£22.34	£29.78
Band 5	£15.33	£22.99	£30.66	£16.53	£24.80	£33.06	£18.66	£27.99	£37.32
Band 6	£19.10	£28.64	£38.19	£20.15	£30.23	£40.31	£23.00	£34.49	£45.99
Band 7	£23.60	£35.40	£47.20	£24.82	£37.23	£49.64	£27.01	£40.51	£54.02