



Royal College
of Nursing
Northern Ireland

Fair pay for Northern Ireland nurses

Nurses in Northern Ireland are
the **lowest** paid in the UK

Comparison of pay between
England, Scotland, Wales and
Northern Ireland

Close
the gaps

The RCN continues to campaign
to **Close the Gaps** in pay between
Northern Ireland and the rest of the UK.

Band 1

Northern Ireland 2018/19	England and Wales 2019/20	Scotland 2019/20
16,943		
16,943	17,652	
16,943	17,652	17,949

Band 2

Northern Ireland 2018/19	England and Wales 2019/20	Scotland 2019/20
16,943		
16,943	17,652	
16,943	17,652	18,383
16,943	17,652	18,383
16,943	17,652	18,383
16,943	17,652	18,383
17,406	17,983	18,937
18,309	19,020	20,015

Band 3

Northern Ireland 2018/19	England and Wales 2019/20	Scotland 2019/20
17,406	18,813	19,945
17,406	18,813	19,945
18,041	18,813	19,945
18,424	18,813	19,945
18,933	19,332	20,449
19,504	19,917	21,016
20,246	20,795	21,947

Band 4

Northern Ireland 2018/19	England and Wales 2019/20	Scotland 2019/20
19,951	21,089	22,152
19,951	21,089	22,152
20,652	21,089	22,152
21,368	21,819	22,860
22,019	22,482	23,097
22,239	22,707	23,229
23,131	23,761	24,258

Band 5

Northern Ireland 2018/19	England and Wales 2019/20	Scotland 2019/20
22,795	24,214	24,670
22,795	24,214	24,670
23,713	24,214	24,670
24,668	26,220	26,713
25,676	26,220	26,713
26,695	27,260	27,773
27,772	28,358	28,892
29,315	30,112	30,742

Band 6

Northern Ireland 2018/19	England and Wales 2019/20	Scotland 2019/20
27,772	30,401	30,401
27,772	30,401	30,401
28,889	30,401	30,401
29,773	32,525	33,139
30,813	32,525	33,139
31,853	32,525	33,139
32,893	33,587	34,220
34,062	34,782	35,437
36,280	37,267	38,046

Band 7

Northern Ireland 2018/19	England and Wales 2019/20	Scotland 2019/20
32,893	37,570	37,570
32,893	37,570	37,570
34,062	37,570	37,570
35,753	37,570	37,570
36,794	38,765	39,495
37,964	38,765	39,495
39,263	40,092	40,847
40,627	41,486	42,268
42,616	43,772	44,688

Band 8A

Northern Ireland 2018/19	England and Wales 2019/20	Scotland 2019/20
41,995	44,606	45,446
41,995	44,606	45,446
43,684	44,606	45,446
45,373	46,331	47,205
47,325	48,324	49,234
49,476	50,819	51,883

Band 8B

Northern Ireland 2018/19	England and Wales 2019/20	Scotland 2019/20
48,756	52,306	53,291
48,756	52,306	53,291
51,225	52,306	53,291
54,084	55,226	56,267
56,945	58,148	59,243
59,370	60,983	62,259

Band 8C

Northern Ireland 2018/19	England and Wales 2019/20	Scotland 2019/20
58,504	61,777	63,570
58,504	61,777	63,570
61,105	61,777	63,570
63,966	64,670	66,547
68,256	69,007	71,010
71,243	72,597	74,710

Band 8D

Northern Ireland 2018/19	England and Wales 2019/20	Scotland 2019/20
70,206	73,936	76,083
70,206	73,936	76,083
73,131	73,936	76,083
76,707	77,550	79,802
80,606	81,493	84,211
85,333	86,687	88,132

*pay scales for England and Wales are for new starters who joined on or after 1 April 2018.