

Non-consolidated payment - 2022/23

There are two components to the non-consolidated award for 2022/23, which are paid in addition to the consolidated 2022 pay award that colleagues received in their September 2022 salaries. The two non-consolidated awards are made up as follows:

- A 2% non-consolidated payment to all staff, **plus**
- A tiered cash payment (variable depending on your payband and pay point).

The two non-consolidated components will be combined to give the total non-consolidated payment.

How am I affected?

To understand the full value and breakdown of the 2022/23 non-consolidated lump sum to be awarded to you, please see table below to see the values of the non-consolidated payments by payband and pay point.

Band	Step	Consolidated		22/23 Non-consolidated payments								
		22/23 Award (already implemented)		2% Uniform Payment		Backlog Bonus (cash lump sum) differing by tier (worth an average)		Non-consolidated cumulative total				
		£	%	£	£	£	%	£	%			
1	Entry	£1,400	7.4%	2% for all staff worth:	£405	Band 1 -4 cash lump sum of	£	6.2%	£1,855	8.2%		
	2	Entry	£1,400		7.4%		£405	£	6.2%	£1,855	8.2%	
Top		£1,400	7.0%		£428		£	5.9%	£1,878	7.9%		
3	Entry	£1,400	6.9%		£435		£1,250	£	5.8%	£1,885	7.8%	
	Top	£1,400	6.4%		£484			£	5.4%	£1,714	7.4%	
4	Entry	£1,400	6.2%		£479			£1,350	£	5.2%	£1,729	7.2%
	Top	£1,400	5.6%		£528				£	4.8%	£1,778	6.8%
5	Entry	£1,400	5.5%		£541		Band 5 - 5a cash lump sum of		£	5.0%	£1,891	7.0%
	Intermediate	£1,400	5.0%		£584	£			4.6%	£1,934	6.6%	
	Top	£1,400	4.4%		£659	£			4.1%	£2,009	6.1%	
6	Entry	£1,400	4.3%		£674	£1,350			£	4.0%	£2,024	6.0%
	Intermediate	£1,400	4.1%		£711			£	3.8%	£2,061	5.8%	
	Top	£1,562	4.0%		£812			£	3.3%	£2,162	5.3%	
7	Entry	£1,603	4.0%		£833			£1,350	£	3.2%	£2,183	5.2%
	Intermediate	£1,685	4.0%		£878				£	3.1%	£2,228	5.1%
	Top	£1,834	4.0%		£953				£	2.8%	£2,303	4.8%
8a	Entry	£1,400	3.0%		£971	£1,450	£		2.8%	£2,321	4.8%	
	Top	£1,400	2.6%		£1,092		£		2.5%	£2,442	4.5%	
8b	Entry	£1,400	2.6%		£1,123		Band 8b - 8c cash lump sum of		£	2.6%	£2,573	4.6%
	Top	£1,400	2.2%		£1,305				£	2.2%	£2,755	4.2%
8c	Entry	£1,400	2.1%	£1,341	£1,450				£	2.2%	£2,791	4.2%
	Top	£1,400	1.8%	£1,545			£		1.9%	£2,995	3.9%	
8d	Entry	£1,400	1.8%	£1,692	Cash Lump sum	£	1.9%	£3,142	3.9%			
	Top	£1,400	1.5%	£1,836		£1,550	£	1.7%	£3,386	3.7%		
9	Entry	£1,400	1.5%	£1,903	Cash Lump sum	£	1.7%	£3,803	3.7%			
	Top	£1,400	1.3%	£2,189		£1,500	£	1.5%	£3,789	3.5%		

Eligibility

To be eligible for the non-consolidated payments you will need to have been directly employed by an NHS organisation (**for example permanent and fixed term contracts**) on Agenda for Change terms and conditions on 31st March 2023.

The value of your non-consolidated payment will be calculated based on your pay band, pay point and contracted hours as at 31st March 2023.

The non-consolidated payments will be applied **pro-rata** for part time staff.

These non -consolidated payments **are non-pensionable**.

If you are a staff member and are concerned about the impact of the non-consolidated payments on any benefits you may be in receipt of, more information is available about [having your non-consolidated payments paid to you in instalments](#).

Consolidated Uplift - 2023/24

A consolidated pay increase to all staff of 5% effective from 1st April 2023, plus further investment to uplift the entry point for Band 2 to the top of Band 2 (an increase of 10.4%).

The [2023/24 pay scales for England](#) are also now available.

Any allowances that are subject to the cost of living increase will be uplifted by 5%.

View the [new rates for Higher Cost Area Supplement \(HCAS\)](#)

For further guidance on the consolidated and non-consolidated elements of the pay award please access the [NHS Employers FAQs](#)

