

NHS SCOTLAND AGENDA FOR CHANGE PAY RATES FROM 1 APRIL 2026

Band	Point	2025-26 Rates	2026/27 Rates 3.75% Uplift	Uplift £	Hourly Rate
Band 1	1	£25,597	£26,557	£960	£14.15
Band 2	1	£25,731	£26,696	£965	£14.22
	2	£27,941	£28,988	£1,047	£15.44
Band 3	1	£28,051	£29,103	£1,052	£15.50
	2	£30,274	£31,409	£1,135	£16.73
Band 4	1	£30,397	£31,537	£1,140	£16.80
	2	£33,063	£34,303	£1,240	£18.27
Band 5	1	£33,295	£34,544	£1,249	£18.40
	2	£35,576	£36,911	£1,335	£19.66
	3	£41,483	£43,039	£1,556	£22.93
Band 6	1	£41,668	£43,231	£1,563	£23.03
	2	£43,503	£45,135	£1,632	£24.04
	3	£50,775	£52,679	£1,904	£28.06
Band 7	1	£50,935	£52,845	£1,910	£28.15
	2	£52,880	£54,863	£1,983	£29.23
	3	£59,244	£61,466	£2,222	£32.74
Band 8A	1	£62,772	£65,125	£2,353	£34.69
	2	£67,762	£70,303	£2,541	£37.45
Band 8B	1	£74,109	£76,888	£2,779	£40.96
	2	£79,278	£82,251	£2,973	£43.82
Band 8C	1	£87,526	£90,808	£3,282	£48.38
	2	£93,820	£97,338	£3,518	£51.85
Band 8D	1	£103,913	£107,810	£3,897	£57.43
	2	£108,362	£112,426	£4,064	£59.89
Band 9	1	£122,912	£127,521	£4,609	£67.93
	2	£128,236	£133,044	£4,808	£70.88