

Understanding the RHN Pay scales

The attached pay scale is set out in the standard format of pay scales similar to scale used in the NHS.

The RHN Putney Pay scale is split into 9 pay bands with corresponding pay points for each band.

Here at the RHN every clinical staff is assigned to a pay band / point depending on the job valuation and agreed salary.

All staff on the pay scale will normally have a salary review date which is usually a yearly anniversary from the salary start date and on this date will receive a salary increment to move on the next point.

They will normally receive an annual increment every year until they reach the top point of their current pay band.

In the pay scale the salary components is split out as follows:

Salary	Basic Salary
MS	Market Supplement which is a component of basic salary which represents the London allowance
Enhanced	Enhanced rate is additional shift premium rate per hour for working unsocial hours. Staff receive double the enhanced rate for working on Sundays
TOTAL	Total Salary is made up of Salary and MS combined

Employee will receive 1/ 12 of the salary every month and will be pro rata for part time employees.

Email all pay related queries to payroll@rhn.org.uk