DETERMINATION OF STARTING SALARY

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Name of Candidate | |  | | Job Title | |  | |
| AfC Pay Band | |  | | Spine Point | |  | |
| Proposed Starting Salary | |  | | Date of Appointment | |  | |
| Reason for starting point above the minimum of the pay band. Include consideration of impact on colleagues / team / department. | | | | | | | |
|  | | | | | | | |
| Previous Experience: | | | | | | | |
| Start Date | End Date | | Organisation | | Job Title | | Previous Salary/Grade |
|  |  | |  | |  | |  |
|  |  | |  | |  | |  |
|  |  | |  | |  | |  |

New staff appointed from outside the NHS will normally commence on the minimum point of a pay band. Directly relevant experience at the same level of responsibility as the new post, may be taken into account in determining a starting salary. Only whole years of experience should be credited when the knowledge, skills and experience are directly transferrable.

|  |  |  |  |
| --- | --- | --- | --- |
| **Proposed by:**  **Line Manager** |  | **Name:** |  |
| **Signature:** |  | **Date:** |  |
| **Agreed by:**  **Workforce Manager** |  | **Name:** |  |
| **Signature:** |  | **Date:** |  |
| **Approved by:**  **Director** |  | **Name:** |  |
| **Signature:** |  | **Date:** |  |