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:** |  |