The minimum starting salary for a registered nurse is £21,176.
To calculate your hourly rate divide your annual basic salary by 52.14 and then by 37.5.
Further copies of the pay scales can be downloaded from www.rcn.org.uk/publications
## High cost area supplements from 1 April 2011

<table>
<thead>
<tr>
<th>Area</th>
<th>Level (1st April 2011)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inner London</td>
<td>20% of basic salary (subject to a minimum payment of £4,036 and a maximum payment of £6,217)</td>
</tr>
<tr>
<td>Outer London</td>
<td>15% of basic salary (subject to a minimum payment of £3,414 and a maximum payment of £4,351)</td>
</tr>
<tr>
<td>Fringe</td>
<td>5% of basic salary (subject to a minimum payment of £933 and a maximum payment of £1,616)</td>
</tr>
</tbody>
</table>

Arrangements for Working or Providing Emergency Cover Outside Normal Hours (unsocial hours and on-call) are outlined in Section 2 of the *Agenda for Change Terms and Conditions handbook*. The full AfC Handbook can be found at [www.nhsemployers.org/PayAndContracts/AgendaForChange](http://www.nhsemployers.org/PayAndContracts/AgendaForChange).

For more information visit: [www.rcn.org.uk/support/pay_and_conditions](http://www.rcn.org.uk/support/pay_and_conditions)

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