NHS pay and benefits

Find out about the pay, benefits and rewards of a career in the NHS in England.

Why people work for the NHS

Whichever area you join, you become part of a talented, passionate team of people, committed to providing the best care and treatment to patients. You will also enjoy one of the most competitive and flexible benefits packages offered by any employer in the UK.

We actively recruit people of all ages, backgrounds and levels of experience. This helps us understand the different needs of our patients and provide the best possible service.

Benefits of working in the NHS
Everyone who joins the NHS is guaranteed a salary that matches their ability and responsibilities, and given every opportunity to increase it through training and development.

On top of your basic salary, you will receive at least 27 days' holiday each year, plus a range of other benefits including occupational health and counselling services.

**Pay and conditions**

The national pay system for the NHS — Agenda for Change[^1] (AfC[^2]) — is for all directly employed staff except doctors and the most senior managers.

The pay system offers real benefits including:

- a standard working week of 37.5 hours
- harmonised holiday entitlements of 27 days per year, plus eight general and public holidays, rising to 33 days after 10 years' service
- pay enhancements to reward out of hours, shift and overtime working
- better career and salary progression based on the application of knowledge and skills
- an annual personal development review to support your career aspirations

Other benefits of working in the NHS include training, occupational health services, automatic membership of the NHS Pension Scheme (unless you choose to opt out) and study leave for sponsored courses.

Read more about the [Agenda for Change](#) pay rates.

**One of the UK’s best pension schemes**

The NHS Pension Scheme is still one of the most generous and comprehensive in the UK. Every new employee automatically becomes a member and you will get an excellent package of pension benefits.

Find out more about NHS Pensions.[^3]

**NHS employment policies**

Our employment policies:

- ensure fair rates of pay for all staff across the whole healthcare system ([Agenda for Change](#))
• provide training and personal development opportunities that will enable people to reach their full potential

• emphasise equality of opportunity for all

• provide good working conditions, holiday entitlement, and other benefits

• maintain an excellent pension scheme

• Further information Expand / Collapse
  Find out about the [health systems across the UK](https://www.healthcareers.nhs.uk/about/working-health/uk-health-systems) and where you can find more information.

**Source URL:** https://www.healthcareers.nhs.uk/working-health/working-nhs/nhs-pay-and-benefits

**Links**
[2] https://www.healthcareers.nhs.uk/glossary#AFC