



Supplementary Information to consider prior to relocating to Salisbury

Offer Information Pack for Overseas Nurses

We understand that relocating to another country to work can be daunting and we aim, in this guide, to give you some insight as to what you can expect when you join us here in Salisbury.

The information in this guide provides a summary of important information for you to read and consider prior to accepting an offer to join us here at Salisbury.

Contained in this document is a summary of information which we would like to bring to your attention:-

Pay – including examples of take home pay



NHS Pay

Agenda for Change

The NHS uses a system called [Agenda for Change](#) to give specific job roles a pay band based on your level of experience and the responsibilities you take on. Each of the pay bands (1 to 9) have a number of different pay points. Staff will normally progress to the next pay point annually until they reach the top of their band.

Unsocial Hours

When working for the NHS you will work a range of shifts, including shifts that fall into unsocial hours. For working these hours, you will receive an [unsocial hours enhancement](#) on top of your base hourly rate. These **Pay Enhancements** can **increase your total take home pay**. **For example**, after taking into consideration pay enhancements, a nurse on the bottom of Band 5 salary of £28,407 per annum could earn in excess of £30,000 per annum.

The table below details what constitutes unsocial hours and what percentage you will receive on top of your baseline hourly rate for working those hours.

Pay Band	All time on Saturday (midnight to midnight) and any weekday after 8pm and before 6pm	Any time on Sundays and Public Holidays (midnight to midnight)
2	Time plus 41%	Time plus 83%
3		



Salisbury NHS Foundation Trust will contribute an additional 23.70% of your pensionable salary, which includes an administration charge of 0.08%.

You get your pension at what is called the “normal pension age”. This is the age that you retire from working for the NHS and have your pension paid without facing a reduction for early payment. You can retire early and claim your pension once you reach the minimum pension age (58 as of 2028); however, if you do this your pension benefits will be reduced to reflect the fact that your pension will pay out for longer.

Although you will automatically be enrolled to the scheme when you start working for the NHS, you have laiy paDS(A, fDòodi appl(nsy)-4(Tng)(o)13()JTJETC45.32 841.9Dn1 72cy6 2028 fact FounP



Person Centred & Safe

Professional

Responsive

Friendly

Progressive.



Take Home Pay

To help you get an understand of what you can expect your take-home pay to look with us we have broken it down into tables below for you.

When you first start with us, prior to completion of your OSCE exam and obtaining your NMC pin you will be started on the Band 4 Entry Point salary.

Band 4 – Entry Pay Point – individual contributing to Pension scheme (this is an example only and is provided for indicative purposes)

	Yearly	Monthly
Gross	£25,147	£2,095.58



**Band 5 – Mid Pay Point (2-4 years) – individual NOT contributing to Pension scheme
(this is an example only and is provided for indicative purposes)**

	Yearly	Monthly
Gross	£30,639	£2,553.25
NI (basic)	-£1,445.52	-£120.46
Tax (basic)	-£3,613.80	-£301.15
Take-Home	£25,579.68	£2,131.64

**Band 5 – Top Pay Point (4+ years) – individual NOT contributing to Pension scheme
(this is an example only and is provided for indicative purposes)**



Accommodation

Two Months Free Accommodation

When you first start with us you will be given two months of free single occupancy only accommodation in one of the shared flats or houses on site. You are able to stay in on-site accommodation for up to 12 months, after your second month we will start deducting rent from your salary directly. Your accommodation on-site will include all utilities and council tax.

You should also note that you will be expected to pay a deposit. This will be deducted from your salary over four instalments, starting from your first salary. When you move out, provided you leave your room in good condition you will have your deposit paid back to you.



or through their mobile apps to get an idea of what your current credit score looks like



Public Transport

In Salisbury we have access to several methods of public transport.

Bus Network – Salisbury Reds

The city of Salisbury has a fully connected bus network. This is a fantastic option for getting around Salisbury as there are three bus stops on the hospital site. You can use the R1 bus to easily get from the hospital site to the city centre. The R1 bus stops at the main entrance of the hospital approximately every 15 minutes.

Bus drivers will accept cash or contactless card payments only and prefer that cash payments are made in small denominations of money only.

You can visit the



You can [apply for a provisional driving license](#) online through the government website. At the time of writing (May 2024) a provisional driving license costs £34.

With a provisional driving license, you cannot drive a car without a driving instructor or a passenger who has had a full driving license for at least three years. You can drive on any road with a provisional license apart from motorways (unless accompanied by a driving instructor).

A provisional driving license can also be used as a form of ID.

Driving Lessons

There are three types of driving lessons available in the UK.

- 1.



There are two parts to the [theory test](#):

1. Multiple choice questions – drivers are given 57 minutes to answer 50 multiple choice questions based on 3 official books:

[The Highway Code](#)

[Know Your Traffic Signs](#)

[Driving – The Essential Skills](#)



Citations

