

CHAPLAINS Pay Scales

Health Care Chaplains are paid on four pay spines when employed in the NHS. Most hospices "shadow" NHS pay, terms and conditions.

The Bands that apply to chaplains are as follows:

- Band 5 for a trainee chaplain
- Band 6 for a 'team' chaplain
- Band 7 for a specialist chaplain (i.e. palliative care) or a team leader chaplain
- Band 8 for a head of a chaplaincy service in a large NHS trust or board.

Please note that NHS chaplains receive extra pay for being on call and for being called out. They also receive a national recruitment and retention premium, which this year is worth just under £4,000.

For further information see the Agenda for Change handbook. Section 2 and Annex R, para 15 are relevant to chaplains.

Access to further information can be found from the website of the College of Healthcare Chaplains (CHCC) - <http://www.healthcarechaplains.org> - where appropriate links can be followed for guidance as necessary. Contacts can be explored at <http://www.wbeeson.co.uk/healthcarechaplains/aboutchcc/who.htm>

Independent Hospices are, not bound by AfC, though increasingly most are adopting AfC decisions, particularly in relation to pay bands. As the UKBHC (the joint board of all the professional chaplaincy organisations) moves towards registration of all chaplains, Palliative Care chaplaincy – as with others, such as Mental Health - will be seen as a specialist chaplaincy (as already indicated) and should, therefore, be banded at a 7.