

## Acceptable income sources for basic income and variable income:

Basic salary	Permanent allowances	Shift allowance	Variable Income
<p>Basic Salary includes:</p> <ul style="list-style-type: none"> <li>✓ Holiday/Bank holiday/Public holiday pay (only if it forms part of basic pay and doesn't inflate income)</li> <li>✓ CEA (Doctors Excellence Award)</li> <li>✓ Leave of absence</li> <li>✓ Living wage allowance</li> <li>✓ Long Service pay</li> <li>✓ Market supplement</li> <li>✓ NHS Bandings</li> <li>✓ Special Educational Needs (SEN) allowance</li> <li>✓ Teaching &amp; Learning Responsibility (TLR)</li> <li>✓ Continual Professional Development (Fire Service)</li> </ul>	<p>Permanent allowances include:</p> <ul style="list-style-type: none"> <li>✓ Car allowance</li> <li>✓ Territorial allowance (including Area allowance, Country allowance, London weighting, Town allowance)</li> <li>✓ High cost area allowance</li> <li>✓ Housing allowance (only where paid by employer)</li> </ul>	<p>Shift allowances:</p> <ul style="list-style-type: none"> <li>✓ NHS Enhanced Pay/Enhancements (EN) or (ENH)</li> <li>✓ Unsocial hours i.e. night duty (shifts), weekend shifts</li> </ul>	<p>Defined as overtime, commission and bonus plus the following:</p> <ul style="list-style-type: none"> <li>✓ Additional Duty Hours</li> <li>✓ Call Out</li> <li>✓ Non-Consolidated</li> <li>✓ Pay award</li> <li>✓ On Call allowance</li> <li>✓ Sleepover allowance</li> <li>✓ Standby allowance</li> <li>✓ Working Time Directive (WTD)</li> </ul>

Please note that this list is not exhaustive, however we have taken the most common income sources which should cover the majority of scenarios.

Where other sources of shift allowances and/or variable income wish to be considered in the application, please refer back to HSBC UK for consideration.