

PAY POINT	PAY LEVELS	GRADE	ROLE PROFILES			Hourly Rate
£155,161.34	P	14	Service LDR 6A	Functional LDR 6B		£85.02
£150,790.05	I2					£82.62
£146,544.44	I1					£80.30
£140,403.98	E					£76.93
£130,163.53	P	13	Service LDR 5A	Functional LDR 5B		£71.32
£126,511.35	I2					£69.32
£122,964.36	I1					£67.38
£117,834.14	E					£64.57
£116,173.37	P	12	Service LDR 4A	Functional LDR 4B		£63.66
£112,923.68	I2					£61.88
£109,767.45	I1					£60.15
£105,202.51	E					£57.65
£105,202.51	ACZ		ACZ	ACZ	ACZ	£57.65
£102,268.40	P	11	Service LDR 3A	Business LDR 3B	Corporate LDR 3C	£56.04
£98,024.67	I2					£53.71
£93,962.75	I1					£51.49
£90,050.65	E					£49.34
£86,249.99	ACZ		ACZ	ACZ	ACZ	£47.26
£83,722.04	P	10	Service LDR 2A	Business LDR 2B	Corporate LDR 2C	£45.88
£80,094.08	I2					£43.89
£76,614.20	I1					£41.98
£72,221.17	E					£39.57
£69,111.51	ACZ		ACZ	ACZ	ACZ	£37.87
£67,063.06	P	9	Service LDR 1A	Business LDR 1B	Corporate LDR 1C	£36.75
£64,175.50	I2					£35.16
£61,386.66	I1					£33.64
£57,906.80	E					£31.73

LEADERSHIP

PAY POINT	PAY LEVELS	GRADE	BS	CA	CAT	CFUS	CRM	CSE	IPI	PCS	PES	SEC	SRLP	TS	VEH	Hourly Rate	
£55,389.44	ACZ		ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	£30.35	
£53,785.24	P	8	BS5	CA7	CAT6	CFUS8	CRM6	CSE6	IPI6	PCS7	PES7	SEC6	SR7	TS7		£29.47	
£51,440.64	I2															£28.19	
£49,244.12	I1															£26.98	
£46,405.93	E															£25.43	
£44,382.18	P	7	BS4	CA6	CAT5	CFUS7	CRM5	CSE 5A 5B 5C	IPI5	PCS6	PES6	SEC5	SR6	TS6		£24.32	
£42,481.79	I2															£23.28	
£40,495.52	I1															£22.19	
£38,276.45	E															£20.97	
£36,678.29	P	6	BS 3A 3B	CA5	CAT4B	CFUS6	CRM 4A 4B	CSE 4A 4B	IPI4	PCS5	PES5A		SR5	TS5		£20.10	
£35,268.14	I2															£19.33	
£33,340.95	I1															£18.27	
£31,578.25	E															£17.30	
£30,356.14	P	5	BS 2B 2C	CA 4A 4B	CAT4A	CFUS 5A 5B	CRM 3C		IPI3	PCS4	PES 5B 4A	SEC4	SR4	TS4	VEH5	£16.63	
£29,157.51	I2															£15.98	
£27,629.85	I1															£15.14	
£26,546.21	E															£14.55	
£25,555.41	P	4	BS 2A	CA 3	CAT3	CFUS4	CRM 3A 3B	CSE 3B 2	IPI2	PCS3	PES 4B 3A		SR3	TS3	VEH4	£14.00	
£24,610.72	I															£13.49	
£23,689.03	E															£12.98	
£22,813.48	P	3	BS1	CA2	CAT2B	CFUS3	CRM2	CSE 3A 1	IPI1	PCS2	PES3B	SEC 3 2	SR2	TS2	VEH3	£12.50	
£22,056.88	I															£12.09	
£21,250.43	E															£11.64	
£20,743.51	P	2			CAT2A	CFUS2					PES2		SR1	TS1		£11.37	
£19,892.50	P	1		CA1	CAT1	CFUS1	CRM1			PCS1	PES1	SEC1					£10.90

Non Core payments

Points	Payment Level	2019 Value	2020 Value	2021 Value	2022 Value
3 to 5	A	£660	£680	£694	£729
6 to 10	B	£1,055	£1,087	£1,109	£1,165
11 to 15	C	£1,686	£1,737	£1,772	£1,861
16 to 20	D	£2,699	£2,780	£2,836	£2,978
21 to 25	E	£4,319	£4,449	£4,538	£4,765
26 to 30	F	£6,908	£7,115	£7,257	£7,620
31 and over	G	£8,486	£8,741	£8,916	£9,362

Points	Payment Level	2019 Value	2020 Value	2021 Value	2022 Value
45 to 54	1	£577	£594	£606	£637
55 to 63	2	£720	£742	£757	£795
64 to 72	3	£907	£934	£953	£1,001
73 to 79	4	£1,153	£1,188	£1,212	£1,273
80 and over	5	£1,441	£1,484	£1,514	£1,590

Non Standard Working Pattern/Hours Wage Type & Points

To be considered, the requirement to work must be a regular contractual demand (usually weekly or average weekly)

		WAGE TYPE	POINTS VALUE
Requirement to work at weekends: (Average per week)	1) Up to and including 7hrs total Saturday and/or Sunday.	1601	3
	2) More than 7hrs total Saturday and/or Sunday.	1602	7
Requirement to work 37 hours		1603	7
Requirement to work:	Variable hours/additional hours (up to 5 hours)	1604	7
	Short Notice additional hours.	1605	7
	Recall, split duty, call out, task completion	1606	7
Requirement to work hours out with the 06:00 - 20:00 hours period:	Up to 4 hours per week.	1607	5
	5 or more but less than 8 hours.	1608	7
	8 hours or more per week average.	1609	10
Standby:	1) Occasional - Less than 20% of working time;	1610	5
	2) Regular - Between 20% & 50% working time;	1611	7
	3) Frequent - Between 50% & 75% working time;	1612	10
	4) Constant - 75% or more.	1613	15
Shifts:	2 Shifts - Coverage up to 14 hours;	1614	5
	2 or 3 Shifts - Coverage over 14 hours but less than 18 hours;	1615	10
	2 or 3 Shifts - Coverage over 18 hours but less than 22 hours;	1616	21
	Constant Night Shift or 3 Shifts coverage of 24 hours;	1617	27
	Where points are allocated to recognise coverage of hours for shift patterns, then no additional points should be awarded for hours out with 06:00-20:00.		
	Where shift pattern includes weekends - account can be taken of either an additional 3 or 7 points (see requirement to work weekends above).		

