

PAY POINT	PAY LEVELS	GRADE	ROLE PROFILES													
£177,291.30	P	14	Service LDR 6A		Functional LDR 6B								L E A D E R S H I P			
£172,296.40	I2															
£167,445.32	I1															
£160,429.19	E															
£148,728.00	P	13	Service LDR 5A		Functional LDR 5B											
£144,555.03	I2															
£140,502.28	I1															
£134,640.24	E															
£132,742.73	P	12	Service LDR 4A		Functional LDR 4B											
£129,029.46	I2															
£125,423.21	I1															
£120,207.11	E															
£120,207.11	ACZ		ACZ		ACZ		ACZ		ACZ		ACZ		ACZ		ACZ	
£116,854.38	P	11	Service LDR 3A		Business LDR 3B		Corporate LDR 3C									
£112,005.56	I2															
£107,364.18	I1															
£102,894.01	E															
£98,551.38	ACZ		ACZ		ACZ		ACZ		ACZ		ACZ		ACZ		ACZ	
£95,662.99	P	10	Service LDR 2A		Business LDR 2B		Corporate LDR 2C									
£91,517.40	I2															
£87,541.20	I1															
£82,521.59	E															
£78,968.57	ACZ		ACZ		ACZ		ACZ		ACZ		ACZ		ACZ		ACZ	
£76,627.94	P	9	Service LDR 1A		Business LDR 1B		Corporate LDR 1C									
£73,328.44	I2															
£70,142.01	I1															
£66,165.67	E															
£63,289.50	ACZ		BS	CA	CAT	CFUS	CRM	CSE	IPI	PCS	PES	SEC	SRLP	TS	VEH	
£61,456.46	P	8	BS5		CA7	CAT6	CFUS8	CRM6	CSE6	IPI6	PCS7	PES7	SEC6	SR7	TS7	
£58,777.34	I2															
£56,267.46	I1															
£53,024.70	E															
£50,712.16	P	7	BS4		CA6	CAT5	CFUS7	CRM5	CSE 5A 5B 5C	IPI5	PCS6	PES6	SEC5	SR6	TS6	
£48,540.64	I2															
£46,271.35	I1															
£43,735.63	E															
£42,116.92	P	6	BS 3A 3B		CA5	CAT4B	CFUS6	CRM 4A 4B	CSE 4A 4B	IPI4	PCS5	PES5A		SR5	TS5	
£40,497.79	I2															
£38,284.69	I1															
£36,272.27	E															
£34,917.78	P	5	BS 2B 2C		CA 4A 4B	CAT4A	CFUS 5A 5B	CRM 3C		IPI3	PCS4	PES 5B 4A	SEC4	SR4	TS4	VEH5
£33,589.32	I2															
£32,197.81	I1															
£30,984.86	E															
£29,875.87	P	4	BS 2A		CA 3	CAT3	CFUS4	CRM 3A 3B	CSE 3B 2	IPI2	PCS3	PES 4B 3A		SR3	TS3	VEH4
£28,840.79	I															
£27,806.24	E															
£26,895.74	P	3	BS1		CA2	CAT2B	CFUS3	CRM2	CSE 3A 1	IPI1	PCS2	PES3B	SEC 3 2	SR2	TS2	VEH3
£26,184.67	I															
£25,346.03	E															
£24,818.79	P	2			CAT2A	CFUS2					PES2		SR1	TS1		
£23,838.88	P	1			CA1	CAT1	CFUS1	CRM1			PCS1	PES1	SEC1			

Hourly Rate

£97.15
£94.41
£91.75
£87.91
£81.49
£79.21
£76.99
£73.78
£72.74
£70.70
£68.73
£65.87
£65.87
£64.03
£61.37
£58.83
£56.38
£54.00
£52.42
£50.15
£47.97
£45.22
£43.27
£41.99
£40.18
£38.43
£36.26
£34.68
£33.67
£32.21
£30.83
£29.05
£27.79
£26.60
£25.35
£23.96
£23.08
£22.19
£20.98
£19.88
£19.13
£18.41
£17.64
£16.98
£16.37
£15.80
£15.24
£14.74
£14.35
£13.89
£13.60
£13.06

Non Core payments

Points	Payment Level	2025 Value
3 to 5	A	£833
6 to 10	B	£1,331
11 to 15	C	£2,127
16 to 20	D	£3,403
21 to 25	E	£5,444
26 to 30	F	£8,707
31 and over	G	£10,697

Points	Payment Level	2025 Value
45 to 54	1	£728
55 to 63	2	£908
64 to 72	3	£1,144
73 to 79	4	£1,455
80 and over	5	£1,817

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. 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).			