

PAY POINT	PAY LEVELS	GRADE	ROLE PROFILES				Hourly Rate
£163,695.21	P	14	Service LDR 6A	Functional LDR 6B			£89.70
£159,083.50	I2						£87.17
£154,604.38	I1						£84.71
£148,126.20	E						£81.17
£137,322.52	P	13	Service LDR 5A	Functional LDR 5B			£75.25
£133,469.47	I2						£73.13
£129,727.40	I1						£71.08
£124,315.02	E						£68.12
£122,562.91	P	12	Service LDR 4A	Functional LDR 4B			£67.16
£119,134.48	I2						£65.28
£115,804.66	I1						£63.45
£110,988.65	E						£60.82
£110,988.65	ACZ		ACZ	ACZ	ACZ		£60.82
£107,893.16	P	11	Service LDR 3A	Business LDR 3B	Corporate LDR 3C		£59.12
£103,416.03	I2						£56.67
£99,130.70	I1						£54.32
£95,003.44	E						£52.06
£90,993.74	ACZ		ACZ	ACZ	ACZ		£49.86
£88,326.75	P	10	Service LDR 2A	Business LDR 2B	Corporate LDR 2C		£48.40
£84,499.25	I2						£46.30
£80,827.98	I1						£44.29
£76,193.33	E						£41.75
£72,912.64	ACZ		ACZ	ACZ	ACZ		£39.95
£70,751.53	P	9	Service LDR 1A	Business LDR 1B	Corporate LDR 1C		£38.77
£67,705.15	I2						£37.10
£64,762.93	I1						£35.49
£61,091.67	E						£33.47

LEADERSHIP

PAY POINT	PAY LEVELS	GRADE	BS	CA	CAT	CFUS	CRM	CSE	IPI	PCS	PES	SEC	SRLP	TS	VEH	Hourly Rate
£58,435.86	ACZ		ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	£32.02
£56,743.43	P	8	BS5	CA7	CAT6	CFUS8	CRM6	CSE6	IPI6	PCS7	PES7	SEC6	SR7	TS7		£31.09
£54,269.88	I2															£29.74
£51,952.55	I1															£28.47
£48,958.26	E															£26.83
£46,823.20	P	7	BS4	CA6	CAT5	CFUS7	CRM5	CSE 5A 5B 5C	IPI5	PCS6	PES6	SEC5	SR6	TS6		£25.66
£44,818.29	I2															£24.56
£42,722.77	I1															£23.41
£40,381.65	E															£22.13
£38,695.60	P	6	BS 3A 3B	CA5	CAT4B	CFUS6	CRM 4A 4B	CSE 4A 4B	IPI4	PCS5	PES5A		SR5	TS5		£21.20
£37,207.89	I2															£20.39
£35,174.70	I1															£19.27
£33,403.25	E															£18.30
£32,181.14	P	5	BS 2B 2C	CA 4A 4B	CAT4A	CFUS 5A 5B	CRM 3C		IPI3	PCS4	PES 5B 4A	SEC4	SR4	TS4	VEH5	£17.63
£30,982.51	I2															£16.98
£29,454.85	I1															£16.14
£28,371.21	E															£15.55
£27,380.41	P	4	BS 2A	CA 3	CAT3	CFUS4	CRM 3A 3B	CSE 3B 2	IPI2	PCS3	PES 4B 3A		SR3	TS3	VEH4	£15.00
£26,508.72	I															£14.53
£25,514.03	E															£13.98
£24,638.48	P	3	BS1	CA2	CAT2B	CFUS3	CRM2	CSE 3A 1	IPI1	PCS2	PES3B	SEC 3 2	SR2	TS2	VEH3	£13.50
£23,954.88	I															£13.13
£23,148.43	E															£12.68
£22,641.51	P	2			CAT2A	CFUS2					PES2		SR1	TS1		£12.41
£21,699.31	P	1		CA1	CAT1	CFUS1	CRM1			PCS1	PES1	SEC1				£11.89

Non Core payments

Points	Payment Level	2023 Value
3 to 5	A	£769
6 to 10	B	£1,229
11 to 15	C	£1,963
16 to 20	D	£3,141
21 to 25	E	£5,027
26 to 30	F	£8,039
31 and over	G	£9,876

Points	Payment Level	2023 Value
45 to 54	1	£672
55 to 63	2	£838
64 to 72	3	£1,056
73 to 79	4	£1,343
80 and over	5	£1,677

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)

		POINTS VALUE
Requirement to work at weekends: (Average per week)	1) Up to and including 7hrs total Saturday and/or Sunday. 2) More than 7hrs total Saturday and/or Sunday.	3 7
Requirement to work 37 hours		7
Requirement to work:	Variable hours/additional hours (up to 5 hours) Short Notice additional hours. Recall, split duty, call out, task completion	7 7 7
Requirement to work hours out with the 06:00 - 20:00 hours period:	Up to 4 hours per week. 5 or more but less than 8 hours. 8 hours or more per week average.	5 7 10
Standby:	1) Occasional - Less than 20% of working time; 2) Regular - Between 20% & 50% working time; 3) Frequent - Between 50% & 75% working time; 4) Constant - 75% or more.	5 7 10 15
Shifts:	2 Shifts - Coverage up to 14 hours; 2 or 3 Shifts - Coverage over 14 hours but less than 18 hours; 2 or 3 Shifts - Coverage over 18 hours but less than 22 hours; Constant Night Shift or 3 Shifts coverage of 24 hours; 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).	5 10 21 27

