

PAY POINT	PAY LEVELS	GRADE	ROLE PROFILES						Hourly Rate
£155,161.34	P	14	Service LDR 6A		Functional LDR 6B	L		£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	E		£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	D		£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			£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		P	£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	

			BS	CA	CAT	CFUS	CRM	CSE	IPI	PCS	PES	SEC	SRLP	TS	VEH		
£55,389.44	ACZ		ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	£30.35	
£53,785.24	P I2 I1 E	8	BS5	CA7	CAT6	CFUS8	CRM6	CSE6	IPI6	PCS7	PES7	SEC6	SR7	TS7		£29.47	
£51,440.64																£28.19	
£49,244.12																£26.98	
£46,405.93																£25.43	
£44,382.18	P I2 I1 E	7	BS4	CA6	CAT5	CFUS7	CRM5	CSE 5A 5B 5C	IPI5	PCS6	PES6	SEC5	SR6	TS6		£24.32	
£42,481.79																£23.28	
£40,495.52																£22.19	
£38,276.45																£20.97	
£36,678.29	P I2 I1 E	6	BS 3A 3B	CA5	CAT4B	CFUS6	CRM 4A 4B	CSE 4A 4B	IPI4	PCS5	PES5A		SR5	TS5		£20.10	
£35,268.14																£19.33	
£33,340.95																£18.27	
£31,578.25																£17.30	
£30,356.14	P I2 I1 E	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																£15.98	
£27,629.85																£15.14	
£26,546.21																£14.55	
£25,555.41	P I E	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																£13.49	
£23,689.03																£12.98	
£22,813.48	P I E	3	BS1	CA2	CAT2B	CFUS3	CRM2	CSE 3A 1	IPI1	PCS2	PES3B	SEC 3 2	SR2	TS2	VEH3	£12.50	
£22,056.88																£12.09	
£21,250.43																£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

		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).		

