

Public Document Pack

Chairman and Members of the Local Joint Panel	Your contact:	Lorraine Blackburn
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	Fax:	
cc. All other recipients of the Local Joint Panel agenda	Our ref:	LB
	Date:	19 July 2010

Dear Councillor

LOCAL JOINT PANEL - 29 JULY 2010

Please find attached the following report which was marked "to follow" on the agenda for the above meeting:

7. (A) Review of Terms and Conditions (Pages 3 - 28)

Please bring these papers with you to the meeting on Thursday 29 July 2010.

Yours faithfully,

Lorraine Blackburn
Committee Secretary
Democratic Services
lorraine.blackburn@eastherts.gov.uk

MEETING : LOCAL JOINT PANEL
VENUE : WAYTEMORE ROOM, COUNCIL OFFICES, THE
CAUSEWAY, BISHOP'S STORTFORD
DATE : THURSDAY 29 JULY 2010
TIME : 10.00 AM

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EAST HERTS COUNCIL

LOCAL JOINT PANEL – 29 JULY 2010

REPORT BY ACTING SECRETARY TO THE STAFF SIDE

CHANGES TO TERMS AND CONDITIONS

WARD(S) AFFECTED: ALL

Purpose/Summary of Report

- Consultation period of 90 days on changes to terms and conditions ended on 23rd July. Unison wishes to put forward a new proposal in respect of terms and conditions with a view to reaching a collective agreement.

RECOMMENDATION : For Local Joint Panel	
(A)	That Proposals for ending the car lease scheme remain unchanged.
(B)	The 5% supplement remains in place but is capped at a level to be negotiated and agreed, with an earlier implementation date in order to secure medium term savings.

1.0 Background

- 1.1 The 90 day consultation period on changes to terms and conditions officially ends on 23 July 2010. The consultation with management so far has not, in Unisons view, seen management provide convincing arguments to justify the enforced changes to terms and conditions and UNISON is concerned with the adverse effects on benefits and hence morale to staff. Despite reaching some areas of agreement and finding areas of common ground with management, there has been a lack of any meaningful concession (which involves an element of give and take on both sides) – leading UNISON to perceive managements position as being somewhat entrenched. A collective agreement would be the

objective by UNISON – yet none has been reached with management to date.

2.0 Report

- **Economic and Financial Necessity:**

Unison accepts there is justification for changes to terms and conditions where it can be shown to be necessitated by the financial circumstances of the Council and where there is a clear link and commitment to safeguarding services and avoiding compulsory redundancies. UNISON recognises the need for management to have a Medium Term Financial Plan that can accommodate changes in the economic environment of both the public and private sector as well as the introduction of cuts in public sector spending by central government. However:

- Management pointed to a £1.5 million overspend in the May 2009 health check.
- In a little over 9 months this appears to have switched to a £1.4 million under spend with the budget base £1.2 million lower than when the 2009/10 budget was set.
- There is no account in the Medium Term Financial Plan for the effect of the recently introduced alternate refuse collections which UNISON understands has some estimates put as high as £400K savings to the annual budget.
- It is uncertain what the outcome of the Comprehensive Spending Review will be in the autumn which suggests to UNISON that the process should be suspended in respect of items such as the 5% loyalty payment until then.
- Unison's best surmise is that the Medium Term Financial Plan is robust enough to withstand a substantial reduction in central government grant which has been modelled year on year by 5% in the plan - the reduction in the 5% loyalty payment is unlikely to make any savings contribution during this period which begs the question as to why this cannot be re visited at a later date.

2.2 Clarity of the Proposals: There is a lack of clarity in the proposed changes in terms and conditions, including:

- A definition of exceptions to the Essential User Allowance eligibility set at 2,000 miles per annum has not been made available
- The consultation document – in relation to chief officer exclusive terms and conditions did not cover changes to the two major aspects – point salaries and cash equivalent of a car allowance.
- Changes to professional fees and stand by allowances were yet to be determined.

Lack of clarity on these matters makes it difficult for UNISON to see the whole picture and this undermines the entire consultation process.

2.3 Willingness to Discuss Alternatives and Related Matters: Unison discerns an apparent lack of volition by management to discuss alternatives or enter into meaningful dialogue on the proposals:

- A definition of exceptions to the Essential User Allowance eligibility set at 2,000 miles per annum has not been made available
- The consultation document – in relation to chief officer exclusive terms and conditions did not cover changes to the two major aspects – point salaries and cash equivalent of a car allowance.
- Changes to professional fees and stand by allowances were yet to be determined.

2.4 Capping of the 5%: UNISON stated that they were prepared to work with a program of voluntary redundancies.

- UNISON pointed out that 30 potholders were due to reach 65 by April 2014.
- UNISON indicated that they were sympathetic to changes to the lease car scheme if management would re visit issues on the loyalty award - UNISON floated an alternative method of reducing

the costs of the loyalty award which so far has not drawn a positive response from management.

2.5 Staff Morale, Relations and potential financial hardship:

The impact in terms of staff morale of imposing the changes to terms and conditions in respect of the loyalty award will be immediate – yet no financial benefit will be felt by the Council for some years. The idea of setting a cap on this payment was proposed by UNISON as a way of protecting lower paid members of staff and reaching a compromise. It is the confident view of the Branch that the damage to staff relations and morale will be serious and long term and will also impact on the traditionally good relations with Members of the Council. It is also unreasonable and unacceptable to impose a further pay freeze on top of the government's two year freeze. This could result in a five to six year pay freeze that may cause considerable hardship for many employees if inflation continues to remain at or even rise from its current level.

2.6 Costs:

It is known that the Council and the Union have incurred legal costs. It is estimated that the East Herts costs will amount to £10,000 not including costs of defending any county court or employment tribunal actions. When the UNISON costs are known they will be made available. What is difficult to cost is the enormous management and staff time being consumed on this exercise which when moving to the individual phase will involve at least two meetings per member of staff and many more for middle management. It is simply not known at this stage how many employees with or without union support will invoke the grievance and appeals procedures. UNISON will be forced to pursue all practical external action to protect the interests of its members if necessary and we are sure the Council will defend its position with equal vigour.

2.7 Conclusion: The failure to reach a collective agreement is not due to any obvious fault on the part of UNISON – there are areas of agreement. The shortcomings are, in UNISON'S opinion, due to management enforcing the changes in terms and conditions as a pre determined and non negotiable package deal. This inflexible approach by management has not boded well for management /

staff relations.

What appears to be missing from the management and Council side is a sense of perspective and a scale of proportion. UNISON would therefore urge council members to give serious consideration to capping rather than reducing the 5%.

3.0 Implications/Consultations

3.1 These are set out in the letter to all staff sent prior to the start of the consultation period.

Background Papers

None

Contact Officer: Paul Stevens, Acting Staff Side Secretary

Report Author: Paul Stevens, Acting Staff Side Secretary

ESSENTIAL REFERENCE PAPER 'A'

Contribution to the Council's Corporate Priorities/ Objectives <i>(delete as appropriate)</i> :	Fit for purpose, services fit for you <i>Deliver customer focused services by maintaining and developing a well managed and publicly accountable organisation.</i>
Consultation:	As set out by the letter sent to all staff
Legal:	Not applicable
Financial:	As set out in the report
Human Resource:	Changes to terms and conditions affect every member of staff
Risk Management:	Not applicable

														ESSENTIAL REFERENCE PAPER 'B'					
SCP	Basic Salary	SCP	Basic Salary	SCP	Basic Salary	Local Weightg	Hrly LW	Total Salary	SCP	Hrly Rate	A/L Notice (Cal mnth)	Mnthly	2%	5%	Cap loss	3%Loss			
grade 1/2 6-17	6	£12,489						£13,044	6	6.4734	22	1	£1,040.75	£249.78	£624.45		-£374.67		
	7	£12,787					£555	0.29	£13,342	7	6.6278	22	1	£1,065.58	£255.74	£639.35		-£383.61	
	8	£13,189					£555	0.29	£13,744	8	6.8362	22	1	£1,099.08	£263.78	£659.45		-£395.67	
	9	£13,589					£555	0.29	£14,144	9	7.0435	22	1	£1,132.42	£271.78	£679.45		-£407.67	
	10	£13,874					£555	0.29	£14,429	10	7.1913	22	1	£1,156.17	£277.48	£693.70		-£416.22	
	11	£14,733					£555	0.29	£15,288	11	7.6365	22	1	£1,227.75	£294.66	£736.65		-£441.99	
	12	£15,039					£555	0.29	£15,594	12	7.7951	22	1	£1,253.25	£300.78	£751.95		-£451.17	
	13	£15,444					£555	0.29	£15,999	13	8.0050	22	1	£1,287.00	£308.88	£772.20		-£463.32	
	14	£15,725					£555	0.29	£16,280	14	8.1507	22	1	£1,310.42	£314.50	£786.25		-£471.75	
	15	£16,054					£555	0.29	£16,609	15	8.3212	22	1	£1,337.83	£321.08	£802.70		-£481.62	
	16	£16,440					£555	0.29	£16,995	16	8.5213	22	1	£1,370.00	£328.80	£822.00		-£493.20	
				14	£15,725														
				15	£16,054														
				16	£16,440														
				17	£16,830														
				18	£17,161														
				19	£17,802														
			20	£18,453															
			21	£19,126															
grade 5 21-28	21	£19,126																	
	22	£19,621																	
	23	£20,198																	
	24	£20,858																	
	25	£21,519																	
	26	£22,221																	
	27	£22,958																	
	28	£23,708																	
grade 6 24-31	24	£20,858																	
	25	£21,519																	
	26	£22,221																	
	27	£22,958																	
	28	£23,708																	
	29	£24,646																	
	30	£25,472																	
	31	£26,276																	
	grade 7 28-35	28	£23,708																
		29	£24,646																
30		£25,472																	
31		£26,276																	
32		£27,052																	
grade 8 33-38	33	£27,849																	
	34	£28,636																	
	35	£29,236																	
	36	£30,011																	
	37	£30,851																	
grade 9 35-40	37	£30,851																	
	38	£31,754																	
	39	£32,800																	
	40	£33,661																	
grade 10 41-46	41	£34,549																	
	42	£35,430																	
	43	£36,313																	
	44	£37,206																	
	45	£38,042																	
	46	£38,961																	
grade 11 43-48	43	£36,313																	
	44	£37,206																	
	45	£38,042																	
	46	£38,961																	
	47	£39,855																	
	48	£40,741																	
	grade 12 48-54	48	£40,741																
		49	£41,616																
		50	£44,320																
		51	£45,849																
52		£47,381																	
53		£48,902																	
54		£50,424																	
grade 13 61-66		61	£45,587																
	62	£46,778																	
	63	£51,200																	
	64	£52,489																	
	65	£53,873																	
	66	£55,452																	

SCP	£38,808	01-Apr-07	Outer Fringe Area
6	£11,619	£11,907	01-Apr-07
7	£11,994	£12,291	£535
8	£12,372	£12,678	
9	£12,747	£13,062	
10	£13,014	£13,336	
11	£13,854	£14,197	
12	£14,142	£14,492	
13	£14,523	£14,882	
14	£14,787	£15,153	
15	£15,096	£15,470	
16	£15,459	£15,842	
17	£15,825	£16,217	
18	£16,137	£16,536	
19	£16,740	£17,154	
20	£17,352	£17,781	
21	£17,985	£18,430	
22	£18,450	£18,907	
23	£18,993	£19,463	
24	£19,614	£20,099	
25	£20,235	£20,736	
26	£20,895	£21,412	
27	£21,588	£22,122	
28	£22,293	£22,845	
29	£23,175	£23,749	
30	£23,952	£24,545	
31	£24,708	£25,320	
32	£25,437	£26,067	
33	£26,187	£26,835	
34	£26,928	£27,594	
35	£27,492	£28,172	
36	£28,221	£28,919	
37	£29,010	£29,728	
38	£29,859	£30,598	
39	£30,843	£31,606	
40	£31,653	£32,436	
41	£32,487	£33,291	
42	£33,315	£34,140	
43	£34,146	£34,991	
44	£34,986	£35,852	
45	£35,772	£36,657	
46	£36,636	£37,543	
47	£37,476	£38,404	
48	£38,310	£39,258	

49	£39,132	£40,101		multi 2.475% round,0
50	£41,676	£42,707	calculated as follows to avoid odd pence	42707.481 42707
51	£43,113	£44,180		
52	£44,553	£45,656		
53	£45,984	£47,122		
54	£47,415	£48,589		
61	£42,867	£43,928		
62	£43,986	£45,075		
63	£48,144	£49,336		
64	£49,356	£50,578		
65	£50,658	£51,912		
66	£52,143	£53,434		

APRIL 2008- 2009

	SCP	Basic Salary	SCP	Basic Salary	SCP	Basic Salary	Local Weightg	Hrly LW	Total Salary	SCP	Hrly Rate	A/L Notice (Cal mnth)		Mnthly		
grade 1/2 6-17	6	£12,334					£550	0.29	£12,884	6	6.3930	22	1	£1,027.83		
	7	£12,629					£550	0.29	£13,179	7	6.5460	22	1	£1,052.42		
	8	£13,027					£550	0.29	£13,577	8	6.7522	22	1	£1,085.58		
	9	£13,421					£550	0.29	£13,971	9	6.9565	22	1	£1,118.42		
	10	£13,703					£550	0.29	£14,253	10	7.1026	22	1	£1,141.92		
	11	£14,587					£550	0.29	£15,137	11	7.5608	22	1	£1,215.58		
	12	£14,891					£550	0.29	£15,441	12	7.7184	22	1	£1,240.92		
	13	£15,291					£550	0.29	£15,841	13	7.9257	22	1	£1,274.25		
	14	£15,570		14	£15,570			£550	0.29	£16,120	14	8.0704	22	1	£1,297.50	
	15	£15,895		15	£15,895			£550	0.29	£16,445	15	8.2388	22	1	£1,324.58	
	16	£16,278		16	£16,278			£550	0.29	£16,828	16	8.4373	22	1	£1,356.50	
	17	£16,663		17	£16,663		17	£16,663	£550	0.29	£17,213	17	8.6369	22	1	£1,388.58
							18	£16,991	£550	0.29	£17,541	18	8.8069	22	1	£1,415.92
							19	£17,626	£550	0.29	£18,176	19	9.1360	22	1	£1,468.83
						20	£18,270	£550	0.29	£18,820	20	9.4698	22	1	£1,522.50	
						21	£18,937	£550	0.29	£19,487	21	9.8156	22	1	£1,578.08	
grade 5 21-28	22	£19,427					£550	0.29	£19,977	22	10.0695	24	1	£1,618.92		
	23	£19,998					£550	0.29	£20,548	23	10.3655	24	1	£1,666.50		
	24	£20,652					£550	0.29	£21,202	24	10.7045	24	1	£1,721.00		
	25	£21,306					£550	0.29	£21,856	25	11.0435	24	1	£1,775.50		
	26	£22,001					£550	0.29	£22,551	26	11.4037	24	1	£1,833.42		
	27	£22,730					£550	0.29	£23,280	27	11.7816	24	1	£1,894.17		
	28	£23,473					£550	0.29	£24,023	28	12.1667	24	1	£1,956.08		
							29	£24,402	£550	0.29	£24,952	29	12.6482	26	1	£2,033.50
						30	£25,220	£550	0.29	£25,770	30	13.0722	26	1	£2,101.67	
						31	£26,016	£550	0.29	£26,566	31	13.4848	26	1	£2,168.00	
						32	£26,784	£550	0.29	£27,334	32	13.8829	27	1	£2,232.00	
						33	£27,573	£550	0.29	£28,123	33	14.2918	27	1	£2,297.75	
						34	£28,353	£550	0.29	£28,903	34	14.6961	27	1	£2,362.75	
						35	£28,947	£550	0.29	£29,497	35	15.0040	28	2	£2,412.25	
grade 8 33-38	36	£29,714					£550	0.29	£30,264	36	15.4016	28	2	£2,476.17		
	37	£30,546					£550	0.29	£31,096	37	15.8328	28	2	£2,545.50		
	38	£31,439					£550	0.29	£31,989	38	16.2957	28	2	£2,619.92		
							39	£32,475	£550	0.29	£33,025	39	16.8327	28	2	£2,706.25
							40	£33,328	£550	0.29	£33,878	40	17.2748	28	2	£2,777.33
							41	£34,207	£550	0.29	£34,757	41	17.7304	28	2	£2,850.58
grade 11 43-48							42	£35,079	£550	0.29	£35,629	42	18.1824	28	2	£2,923.25
							43	£35,953	£550	0.29	£36,503	43	18.6354	28	2	£2,996.08
	44	£36,838					£550	0.29	£37,388	44	19.0941	28	2	£3,069.83		
	45	£37,665					£550	0.29	£38,215	45	19.5228	28	2	£3,138.75		
	46	£38,575					£550	0.29	£39,125	46	19.9945	28	2	£3,214.58		
	47	£39,460					£550	0.29	£40,010	47	20.4532	28	2	£3,288.33		
	48	£40,338					£550	0.29	£40,888	48	20.9083	28	2	£3,361.50		
							49	£41,204	£550	0.29	£41,754	49	21.3572	28	2	£3,433.67
						50	£43,881	£550	0.29	£44,431	50	22.7447	28	2	£3,656.75	
						51	£45,395	£550	0.29	£45,945	51	23.5295	28	3	£3,782.92	
						52	£46,912	£550	0.29	£47,462	52	24.3158	28	3	£3,909.33	
						53	£48,418	£550	0.29	£48,968	53	25.0964	28	3	£4,034.83	
						54	£49,925	£550	0.29	£50,475	54	25.8775	28	3	£4,160.42	
						61	£45,136	£550	0.29	£45,686	61	23.3952	28	3	£3,761.33	
						62	£46,315	£550	0.29	£46,865	62	24.0063	28	3	£3,859.58	
						63	£50,693	£550	0.29	£51,243	63	26.2756	28	3	£4,224.42	
						64	£51,969	£550	0.29	£52,519	64	26.9369	28	3	£4,330.75	
						65	£53,340	£550	0.29	£53,890	65	27.6476	28	3	£4,445.00	
						66	£54,903	£550	0.29	£55,453	66	28.4577	28	3	£4,575.25	

SCP	£38,808	01-Apr-07	Outer Fringe Area
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27	£21,588	£22,122	
28	£22,293	£22,845	
29	£23,175	£23,749	
30	£23,952	£24,545	
31	£24,708	£25,320	
32	£25,437	£26,067	
33	£26,187	£26,835	
34	£26,928	£27,594	
35	£27,492	£28,172	
36	£28,221	£28,919	
37	£29,010	£29,728	
38	£29,859	£30,598	
39	£30,843	£31,606	
40	£31,653	£32,436	
41	£32,487	£33,291	
42	£33,315	£34,140	
43	£34,146	£34,991	
44	£34,986	£35,852	
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46	£36,636	£37,543	
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52	£44,553	£45,656		
53	£45,984	£47,122		
54	£47,415	£48,589		
61	£42,867	£43,928		
62	£43,986	£45,075		
63	£48,144	£49,336		
64	£49,356	£50,578		
65	£50,658	£51,912		
66	£52,143	£53,434		

APRIL 2007 - 2008

	SCP	Basic Salary	SCP	Basic Salary	SCP	Basic Salary	Local Weightg	Hrly LW	Total Salary	SCP	Hrly Rate	A/L Notice (Cal mnth)		Mnthly		
grade 1/2 6-17	6	£11,907					£535	0.28	£12,442	6	6.1717	22	1	£992.25		
	7	£12,291					£535	0.28	£12,826	7	6.3708	22	1	£1,024.25		
	8	£12,678					£535	0.28	£13,213	8	6.5714	22	1	£1,056.50		
	9	£13,062					£535	0.28	£13,597	9	6.7704	22	1	£1,088.50		
	10	£13,336					£535	0.28	£13,871	10	6.9124	22	1	£1,111.33		
	11	£14,197					£535	0.28	£14,732	11	7.3587	22	1	£1,183.08		
	12	£14,492					£535	0.28	£15,027	12	7.5116	22	1	£1,207.67		
	13	£14,882					£535	0.28	£15,417	13	7.7137	22	1	£1,240.17		
	14	£15,153		14	£15,153			£535	0.28	£15,688	14	7.8542	22	1	£1,262.75	
	15	£15,470		15	£15,470			£535	0.28	£16,005	15	8.0185	22	1	£1,289.17	
grade 3 14-21	16	£15,842		16	£15,842			£535	0.28	£16,377	16	8.2113	22	1	£1,320.17	
	17	£16,217		17	£16,217			£535	0.28	£16,752	17	8.4057	22	1	£1,351.42	
	18	£16,536		18	£16,536			£535	0.28	£17,071	18	8.5711	22	1	£1,378.00	
	19	£17,154		19	£17,154			£535	0.28	£17,689	19	8.8914	22	1	£1,429.50	
	20	£17,781		20	£17,781			£535	0.28	£18,316	20	9.2164	22	1	£1,481.75	
	21	£18,430		21	£18,430			£535	0.28	£18,965	21	9.5528	22	1	£1,535.83	
	grade 4 17-24	22	£18,907					£535	0.28	£19,442	22	9.8000	24	1	£1,575.58	
		23	£19,463					£535	0.28	£19,998	23	10.0882	24	1	£1,621.92	
		24	£20,099		24	£20,099			£535	0.28	£20,634	24	10.4179	24	1	£1,674.92
		25	£20,736		25	£20,736			£535	0.28	£21,271	25	10.7480	24	1	£1,728.00
26		£21,412		26	£21,412			£535	0.28	£21,947	26	11.0984	24	1	£1,784.33	
27		£22,122		27	£22,122			£535	0.28	£22,657	27	11.4664	24	1	£1,843.50	
28		£22,845		28	£22,845			£535	0.28	£23,380	28	11.8412	24	1	£1,903.75	
29		£23,749		29	£23,749			£535	0.28	£24,284	29	12.3098	26	1	£1,979.08	
30		£24,545		30	£24,545			£535	0.28	£25,080	30	12.7223	26	1	£2,045.42	
31		£25,320		31	£25,320			£535	0.28	£25,855	31	13.1240	26	1	£2,110.00	
grade 5 21-28	32	£26,067					£535	0.28	£26,602	32	13.5112	27	1	£2,172.25		
	33	£26,835					£535	0.28	£27,370	33	13.9093	27	1	£2,236.25		
	34	£27,594					£535	0.28	£28,129	34	14.3027	27	1	£2,299.50		
	35	£28,172		35	£28,172			£535	0.28	£28,707	35	14.6023	28	2	£2,347.67	
	36	£28,919		36	£28,919			£535	0.28	£29,454	36	14.9895	28	2	£2,409.92	
	37	£29,728		37	£29,728			£535	0.28	£30,263	37	15.4088	28	2	£2,477.33	
	38	£30,598		38	£30,598			£535	0.28	£31,133	38	15.8598	28	2	£2,549.83	
	39	£31,606		39	£31,606			£535	0.28	£32,141	39	16.3822	28	2	£2,633.83	
	40	£32,436		40	£32,436			£535	0.28	£32,971	40	16.8125	28	2	£2,703.00	
	41	£33,291						£535	0.28	£33,826	41	17.2556	28	2	£2,774.25	
grade 6 24-31	42	£34,140					£535	0.28	£34,675	42	17.6957	28	2	£2,845.00		
	43	£34,991					£535	0.28	£35,526	43	18.1368	28	2	£2,915.92		
	44	£35,852					£535	0.28	£36,387	44	18.5831	28	2	£2,987.67		
	45	£36,657					£535	0.28	£37,192	45	19.0003	28	2	£3,054.75		
	46	£37,543					£535	0.28	£38,078	46	19.4596	28	2	£3,128.58		
	47	£38,404					£535	0.28	£38,939	47	19.9058	28	2	£3,200.33		
	48	£39,258		48	£39,258			£535	0.28	£39,793	48	20.3485	28	2	£3,271.50	
	49	£40,101		49	£40,101			£535	0.28	£40,636	49	20.7854	28	2	£3,341.75	
	50	£42,707		50	£42,707			£535	0.28	£43,242	50	22.1362	28	2	£3,558.92	
	51	£44,180		51	£44,180			£535	0.28	£44,715	51	22.8997	28	3	£3,681.67	
grade 7 28-35	52	£45,656		52	£45,656			£535	0.28	£46,191	52	23.6647	28	3	£3,804.67	
	53	£47,122		53	£47,122			£535	0.28	£47,657	53	24.4246	28	3	£3,926.83	
	54	£48,589		54	£48,589			£535	0.28	£49,124	54	25.1850	28	3	£4,049.08	
	55	£49,991						£535	0.28	£50,526	55	25.9454	28	3	£4,171.33	
	56	£51,372						£535	0.28	£51,924	56	26.7058	28	3	£4,293.58	
	57	£52,733						£535	0.28	£53,275	57	27.4662	28	3	£4,415.83	
	58	£54,074						£535	0.28	£54,626	58	28.2266	28	3	£4,538.08	
	59	£55,395						£535	0.28	£55,977	59	28.9870	28	3	£4,660.33	
	60	£56,696						£535	0.28	£57,328	60	29.7474	28	3	£4,782.58	
	61	£57,977						£535	0.28	£58,679	61	30.5078	28	3	£4,904.83	
grade 8 33-38	62	£59,238						£535	0.28	£60,030	62	31.2682	28	3	£5,027.08	
	63	£60,479						£535	0.28	£61,381	63	32.0286	28	3	£5,149.33	
	64	£61,699						£535	0.28	£62,732	64	32.7890	28	3	£5,271.58	
	65	£62,899						£535	0.28	£64,083	65	33.5494	28	3	£5,393.83	
	66	£64,079						£535	0.28	£65,434	66	34.3098	28	3	£5,516.08	
	67	£65,238						£535	0.28	£66,785	67	35.0702	28	3	£5,638.33	
	68	£66,377						£535	0.28	£68,136	68	35.8306	28	3	£5,760.58	
	69	£67,496						£535	0.28	£69,487	69	36.5910	28	3	£5,882.83	
	70	£68,595						£535	0.28	£70,838	70	37.3514	28	3	£6,005.08	
	71	£69,674						£535	0.28	£72,189	71	38.1118	28	3	£6,127.33	
grade 9 35-40	72	£70,733						£535	0.28	£73,540	72	38.8722	28	3	£6,249.58	
	73	£71,772						£535	0.28	£74,891	73	39.6326	28	3	£6,371.83	
	74	£72,791						£535	0.28	£76,242	74	40.3930	28	3	£6,494.08	
	75	£73,790						£535	0.28	£77,593	75	41.1534	28	3	£6,616.33	
	76	£74,769						£535	0.28	£78,944	76	41.9138	28	3	£6,738.58	
	77	£75,728						£535	0.28	£80,295	77	42.6742	28	3	£6,860.83	
	78	£76,667						£535	0.28	£81,646	78	43.4346	28	3	£6,983.08	
	79	£77,586						£535	0.28	£82,997	79	44.1950	28	3	£7,105.33	
	80	£78,485						£535	0.28	£84,348	80	44.9554	28	3	£7,227.58	
	81	£79,364						£535	0.28	£85,699	81	45.7158	28	3	£7,349.83	
grade 10 41-46	82	£80,223						£535	0.28	£87,050	82	46.4762	28	3	£7,472.08	
	83	£81,062						£535	0.28	£88,301	83	47.2366	28	3	£7,594.33	
	84	£81,881						£535	0.28	£89,552	84	47.9970	28	3	£7,716.58	
	85	£82,680						£535	0.28	£90,803	85	48.7574	28	3	£7,838.83	
	86	£83,459						£535	0.28	£92,054	86	49.5178	28	3	£7,961.08	
	87	£84,218						£535	0.28	£93,305	87	50.2782	28	3	£8,083.33	
	88	£84,957						£535	0.28	£94,556	88	51.0386	28	3	£8,205.58	
	89	£85,676						£535	0.28	£95,807	89	51.7990	28	3	£8,327.83	
	90	£86,375						£535	0.28	£97,058	90	52.5594	28	3	£8,450.08	
	91	£87,054						£535	0.28	£98,309	91	53.3198	28	3	£8,572.33	
grade 11 43-48	92	£87,713						£535	0.28	£99,560	92	54.0802	28	3	£8,694.58	
	93	£88,352						£535	0.28	£100,811	93	54.8406	28	3	£8,816.83	
	94	£88,971						£535	0.28	£102,062	94	55.6010	28	3	£8,939.08	
	95	£89,570						£535	0.28	£103,313	95	56.3614	28	3	£9,061.33	
	96	£90,149						£535	0.28	£104,564	96	57.1218	28	3	£9,183.58	
	97	£90,708						£535	0.28	£105,815	97	57.8822	28	3	£9,305.83	
	98	£91,247						£535	0.28	£107,066	98	58.6426	28	3	£9,428.08	
	99	£91,766						£535	0.28	£108,317	99	59.4030	28	3	£9,550.33	
	100	£92,265						£535	0.28	£109,568	100	60.1634	28	3	£9,672.58	
	101	£92,744						£535	0.28	£110,819	101	60.9238	28	3	£9,794.83	
grade 12 48-54	102	£93,203						£535	0.28	£112,070	102	61.6842	28	3	£9,917.08	
	103	£93,642						£535	0.28	£113,321	103	62.4446				

1-Apr-2006

	basic	LW	with local weighting
6	£11,619	£522	£12,141
7	£11,994	£522	£12,516
8	£12,372	£522	£12,894
9	£12,747	£522	£13,269
10	£13,014	£522	£13,536
11	£13,854	£522	£14,376
12	£14,142	£522	£14,664
13	£14,523	£522	£15,045
14	£14,787	£522	£15,309
15	£15,096	£522	£15,618
16	£15,459	£522	£15,981
17	£15,825	£522	£16,347
18	£16,137	£522	£16,659
19	£16,740	£522	£17,262
20	£17,352	£522	£17,874
21	£17,985	£522	£18,507
22	£18,450	£522	£18,972
23	£18,993	£522	£19,515
24	£19,614	£522	£20,136
25	£20,235	£522	£20,757
26	£20,895	£522	£21,417
27	£21,588	£522	£22,110
28	£22,293	£522	£22,815
29	£23,175	£522	£23,697
30	£23,952	£522	£24,474
31	£24,708	£522	£25,230
32	£25,437	£522	£25,959
33	£26,187	£522	£26,709
34	£26,928	£522	£27,450
35	£27,492	£522	£28,014
36	£28,221	£522	£28,743
37	£29,010	£522	£29,532
38	£29,859	£522	£30,381
39	£30,843	£522	£31,365
40	£31,653	£522	£32,175
41	£32,487	£522	£33,009
42	£33,315	£522	£33,837

43	£34,146	£522	£34,668
44	£34,986	£522	£35,508
45	£35,772	£522	£36,294
46	£36,636	£522	£37,158
47	£37,476	£522	£37,998
48	£38,310	£522	£38,832
49	£39,132	£522	£39,654

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	SCP	Basic Salary	SCP	Basic Salary	SCP	Basic Salary	Local Weighting	Hrly LW	Total Salary	SCP	Hrly Rate	A/L otic (Cal m		
grade 1/2 6-17	6	£11,619					£522	0.27	£12,141	6	6.0224	22 1		
	7	£11,994					£522	0.27	£12,516	7	6.2168	22 1		
	8	£12,372					£522	0.27	£12,894	8	6.4127	22 1		
	9	£12,747					£522	0.27	£13,269	9	6.6071	22 1		
	10	£13,014					£522	0.27	£13,536	10	6.7455	22 1		
	11	£13,854					£522	0.27	£14,376	11	7.1809	22 1		
	12	£14,142					£522	0.27	£14,664	12	7.3302	22 1		
	13	£14,523					£522	0.27	£15,045	13	7.5277	22 1		
	14	£14,787		14	£14,787			£522	0.27	£15,309	14	7.6645	22 1	
	15	£15,096		15	£15,096			£522	0.27	£15,618	15	7.8247	22 1	
grade 3 14-21	16	£15,459		16	£15,459			£522	0.27	£15,981	16	8.0128	22 1	
	17	£15,825		17	£15,825		17	£15,825	£522	0.27	£16,347	17	8.2025	22 1
	18	£16,137		18	£16,137			£522	0.27	£16,659	18	8.3642	22 1	
	19	£16,740		19	£16,740			£522	0.27	£17,262	19	8.6768	22 1	
	20	£17,352		20	£17,352			£522	0.27	£17,874	20	8.9940	22 1	
	21	£17,985		21	£17,985			£522	0.27	£18,507	21	9.3221	22 1	
	grade 4 17-24	22	£18,450		22	£18,450			£522	0.27	£18,972	22	9.5631	24 1
		23	£18,993		23	£18,993			£522	0.27	£19,515	23	9.8446	24 1
		24	£19,614		24	£19,614			£522	0.27	£20,136	24	10.1665	24 1
		25	£20,235		25	£20,235			£522	0.27	£20,757	25	10.4883	24 1
26		£20,895		26	£20,895			£522	0.27	£21,417	26	10.8304	24 1	
27		£21,588		27	£21,588			£522	0.27	£22,110	27	11.1896	24 1	
28		£22,293		28	£22,293		28	£22,293	£522	0.27	£22,815	28	11.5551	24 1
29		£23,175		29	£23,175			£522	0.27	£23,697	29	12.0122	26 1	
30		£23,952		30	£23,952			£522	0.27	£24,474	30	12.4150	26 1	
31		£24,708		31	£24,708			£522	0.27	£25,230	31	12.8068	26 1	
grade 5 21-28	32	£25,437		32	£25,437			£522	0.27	£25,959	32	13.1847	27 1	
	33	£26,187		33	£26,187			£522	0.27	£26,709	33	13.5734	27 1	
	34	£26,928		34	£26,928			£522	0.27	£27,450	34	13.9575	27 1	
	35	£27,492		35	£27,492			£522	0.27	£28,014	35	14.2498	28 2	
	36	£28,221		36	£28,221			£522	0.27	£28,743	36	14.6277	28 2	
	37	£29,010		37	£29,010			£522	0.27	£29,532	37	15.0367	28 2	
	38	£29,859		38	£29,859			£522	0.27	£30,381	38	15.4767	28 2	
	39	£30,843		39	£30,843			£522	0.27	£31,365	39	15.9868	28 2	
	40	£31,653		40	£31,653			£522	0.27	£32,175	40	16.4066	28 2	
	grade 6 24-31	41	£32,487		41	£32,487			£522	0.27	£33,009	41	16.8389	28 2
42		£33,315		42	£33,315			£522	0.27	£33,837	42	17.2681	28 2	
43		£34,146		43	£34,146			£522	0.27	£34,668	43	17.6988	28 2	
44		£34,986		44	£34,986			£522	0.27	£35,508	44	18.1342	28 2	
45		£35,772		45	£35,772			£522	0.27	£36,294	45	18.5416	28 2	
46		£36,636		46	£36,636			£522	0.27	£37,158	46	18.9894	28 2	
47		£37,476		47	£37,476			£522	0.27	£37,998	47	19.4248	28 2	
48		£38,310		48	£38,310			£522	0.27	£38,832	48	19.8571	28 2	
49		£39,132		49	£39,132			£522	0.27	£39,654	49	20.2832	28 2	
50		£41,676		50	£41,676			£522	0.27	£42,198	50	21.6018	28 2	
grade 7 28-35	51	£43,113		51	£43,113			£522	0.27	£43,635	51	22.3466	28 3	
	52	£44,553		52	£44,553			£522	0.27	£45,075	52	23.0930	28 3	
	53	£45,984		53	£45,984			£522	0.27	£46,506	53	23.8348	28 3	
	54	£47,415		54	£47,415			£522	0.27	£47,937	54	24.5765	28 3	
	55	£48,846		55	£48,846			£522	0.27	£49,358	55	25.3183	28 3	
	56	£50,277		56	£50,277			£522	0.27	£50,779	56	26.0601	28 3	
	57	£51,708		57	£51,708			£522	0.27	£52,199	57	26.8020	28 3	
	58	£53,139		58	£53,139			£522	0.27	£53,619	58	27.5438	28 3	
	59	£54,570		59	£54,570			£522	0.27	£55,039	59	28.2856	28 3	
	60	£56,001		60	£56,001			£522	0.27	£56,459	60	29.0274	28 3	
grade 8 33-38	61	£42,867		61	£42,867			£522	0.27	£43,389	61	22.2191	28 3	
	62	£43,986		62	£43,986			£522	0.27	£44,508	62	22.7991	28 3	
	63	£48,144		63	£48,144			£522	0.27	£48,666	63	24.9543	28 3	
	64	£49,356		64	£49,356			£522	0.27	£49,878	64	25.5826	28 3	
	65	£50,658		65	£50,658			£522	0.27	£51,180	65	26.2574	28 3	
	66	£52,143		66	£52,143			£522	0.27	£52,665	66	27.0271	28 3	
	67	£53,628		67	£53,628			£522	0.27	£54,153	67	27.8068	28 3	
	68	£55,113		68	£55,113			£522	0.27	£55,641	68	28.5865	28 3	
	69	£56,598		69	£56,598			£522	0.27	£57,129	69	29.3662	28 3	
	70	£58,083		70	£58,083			£522	0.27	£58,617	70	30.1459	28 3	
grade 9 35-40	71	£59,568		71	£59,568			£522	0.27	£60,105	71	30.9256	28 3	
	72	£61,053		72	£61,053			£522	0.27	£61,593	72	31.7053	28 3	
	73	£62,538		73	£62,538			£522	0.27	£63,081	73	32.4850	28 3	
	74	£64,023		74	£64,023			£522	0.27	£64,569	74	33.2647	28 3	
	75	£65,508		75	£65,508			£522	0.27	£66,057	75	34.0444	28 3	
	76	£67,441		76	£67,441			£522	0.27	£68,415	76	35.1641	28 3	
	77	£69,374		77	£69,374			£522	0.27	£70,773	77	36.2838	28 3	
	78	£71,307		78	£71,307			£522	0.27	£73,131	78	37.4035	28 3	
	79	£73,240		79	£73,240			£522	0.27	£75,489	79	38.5232	28 3	
	80	£75,173		80	£75,173			£522	0.27	£77,847	80	39.6429	28 3	
grade 10 41-46	81	£77,106		81	£77,106			£522	0.27	£80,205	81	40.7626	28 3	
	82	£79,039		82	£79,039			£522	0.27	£82,563	82	41.8823	28 3	
	83	£80,972		83	£80,972			£522	0.27	£84,921	83	43.0020	28 3	
	84	£82,905		84	£82,905			£522	0.27	£87,279	84	44.1217	28 3	
	85	£84,838		85	£84,838			£522	0.27	£89,637	85	45.2414	28 3	
	86	£86,771		86	£86,771			£522	0.27	£91,995	86	46.3611	28 3	
	87	£88,704		87	£88,704			£522	0.27	£94,353	87	47.4808	28 3	
	88	£90,637		88	£90,637			£522	0.27	£96,711	88	48.6005	28 3	
	89	£92,570		89	£92,570			£522	0.27	£99,069	89	49.7202	28 3	
	90	£94,503		90	£94,503			£522	0.27	£101,427	90	50.8399	28 3	
grade 11 43-48	91	£96,436		91	£96,436			£522	0.27	£103,785	91	51.9596	28 3	
	92	£98,369		92	£98,369			£522	0.27	£106,143	92	53.0793	28 3	
	93	£100,302		93	£100,302			£522	0.27	£108,501	93	54.1990	28 3	
	94	£102,235		94	£102,235			£522	0.27	£110,859	94	55.3187	28 3	
	95	£104,168		95	£104,168			£522	0.27	£113,217	95	56.4384	28 3	
	96	£106,101		96	£106,101			£522	0.27	£115,575	96	57.5581	28 3	
	97	£108,034		97	£108,034			£522	0.27	£117,933	97	58.6778	28 3	
	98	£109,967		98	£109,967			£522	0.27	£120,291	98	59.7975	28 3	
	99	£111,900		99	£111,900			£522	0.27	£122,649	99	60.9172	28 3	
	100	£113,833		100	£113,833			£522	0.27	£125,007	100	62.0369	28 3	
grade 12 48-54	101	£115,766		101	£115,766			£522	0.27	£127,365	101	63.1566	28 3	
	102	£117,699		102	£117,699			£522	0.27	£129,723	102	64.2763	28 3	
	103	£119,632		103	£119,632			£522	0.27	£132,081	103	65.3960	28 3	
	104	£121,565		104	£121,565			£522	0.27	£134,439	104	66.5157	28 3	
	105	£123,498		105	£123,498			£522	0.27	£136,797	105	67.6354	28 3	
	106	£125,431		106	£125,431			£522	0.27	£139,155	106	68.7551	28 3	
	107	£127,364		107	£127,364			£522	0.27	£141,513	107	69.8748	28 3	
	108	£129,297		108	£129,297			£522	0.27	£143,871	108	70.9945	28 3	
	109	£131,230		109	£131,230			£522	0.27	£146,229	109	72.1142	28 3	
	110	£133,163		110	£133,163			£522	0.27	£148,587	110	73.2339	28 3	
grade 13 61-66	111	£135,096		111	£135,096			£522	0.27	£150,945	111	74.3536	28 3	
	112	£137,029		112	£137,029	</								

Mnthly nth)
£968.25
£999.50
£1,031.00
£1,062.25
£1,084.50
£1,154.50
£1,178.50
£1,210.25
£1,232.25
£1,258.00
£1,288.25
£1,318.75
£1,344.75
£1,395.00
£1,446.00
£1,498.75
£1,537.50
£1,582.75
£1,634.50
£1,686.25
£1,741.25
£1,799.00
£1,857.75
£1,931.25
£1,996.00
£2,059.00
£2,119.75
£2,182.25
£2,244.00
£2,291.00
£2,351.75
£2,417.50
£2,488.25
£2,570.25
£2,637.75
£2,707.25
£2,776.25
£2,845.50
£2,915.50
£2,981.00
£3,053.00
£3,123.00
£3,192.50
£3,261.00
£3,473.00
£3,592.75
£3,712.75
£3,832.00
£3,951.25
£3,572.25
£3,665.50
£4,012.00
£4,113.00
£4,221.50
£4,345.25

	SCP	Basic Salary	SCP	Basic Salary	SCP	Basic Salary	Local Weighting	Hrly LW	Total Salary	SCP	Hrly Rate	A/L Notice (Cal mnth)	Mnthly	
grade 1/2 6-17	6	£11,286					£507	0.26	£11,793	6	5.8498	22 1	£940.50	
	7	£11,649					£507	0.26	£12,156	7	6.0380	22 1	£970.75	
	8	£12,018					£507	0.26	£12,525	8	6.2293	22 1	£1,001.50	
	9	£12,381					£507	0.26	£12,888	9	6.4174	22 1	£1,031.75	
	10	£12,642					£507	0.26	£13,149	10	6.5527	22 1	£1,053.50	
	11	£13,458					£507	0.26	£13,965	11	6.9756	22 1	£1,121.50	
	12	£13,737					£507	0.26	£14,244	12	7.1203	22 1	£1,144.75	
	13	£14,106					£507	0.26	£14,613	13	7.3115	22 1	£1,175.50	
	14	£14,364		14	£14,364			£507	0.26	£14,871	14	7.4453	22 1	£1,197.00
	15	£14,664		15	£14,664			£507	0.26	£15,171	15	7.6007	22 1	£1,222.00
16	£15,015		16	£15,015			£507	0.26	£15,522	16	7.7827	22 1	£1,251.25	
17	£15,372		17	£15,372			£507	0.26	£15,879	17	7.9677	22 1	£1,281.00	
grade 3 14-21	18	£15,675					£507	0.26	£16,182	18	8.1248	22 1	£1,306.25	
	19	£16,260					£507	0.26	£16,767	19	8.4280	22 1	£1,355.00	
	20	£16,854					£507	0.26	£17,361	20	8.7359	22 1	£1,404.50	
	21	£17,469					£507	0.26	£17,976	21	9.0547	22 1	£1,455.75	
	22	£17,922					£507	0.26	£18,429	22	9.2895	24 1	£1,493.50	
	23	£18,450					£507	0.26	£18,957	23	9.5631	24 1	£1,537.50	
	24	£19,053					£507	0.26	£19,560	24	9.8757	24 1	£1,587.75	
	25	£19,656		24	£19,053			£507	0.26	£20,163	25	10.1882	24 1	£1,638.00
	26	£20,295		25	£19,656			£507	0.26	£20,802	26	10.5194	24 1	£1,691.25
	27	£20,970		26	£20,295			£507	0.26	£21,477	27	10.8693	24 1	£1,747.50
28	£21,654		27	£20,970			£507	0.26	£22,161	28	11.2239	24 1	£1,804.50	
grade 4 17-24	29	£22,512					£507	0.26	£23,019	29	11.6686	26 1	£1,876.00	
	30	£23,265					£507	0.26	£23,772	30	12.0589	26 1	£1,938.75	
	31	£24,000					£507	0.26	£24,507	31	12.4399	26 1	£2,000.00	
	32	£24,708					£507	0.26	£25,215	32	12.8068	27 1	£2,059.00	
	33	£25,437					£507	0.26	£25,944	33	13.1847	27 1	£2,119.75	
	34	£26,157					£507	0.26	£26,664	34	13.5579	27 1	£2,179.75	
	35	£26,703		35	£26,703			£507	0.26	£27,210	35	13.8409	28 2	£2,225.25
	36	£27,411		36	£27,411			£507	0.26	£27,918	36	14.2079	28 2	£2,284.25
	37	£28,179		37	£28,179			£507	0.26	£28,686	37	14.6059	28 2	£2,348.25
	38	£29,004		38	£29,004			£507	0.26	£29,511	38	15.0336	28 2	£2,417.00
grade 5 21-28	39	£29,958					£507	0.26	£30,465	39	15.5280	28 2	£2,496.50	
	40	£30,747					£507	0.26	£31,254	40	15.9370	28 2	£2,562.25	
	41	£31,557					£507	0.26	£32,064	41	16.3568	28 2	£2,629.75	
	42	£32,361					£507	0.26	£32,868	42	16.7736	28 2	£2,696.75	
	43	£33,168					£507	0.26	£33,675	43	17.1919	28 2	£2,764.00	
	44	£33,984					£507	0.26	£34,491	44	17.6148	28 2	£2,832.00	
	45	£34,746					£507	0.26	£35,253	45	18.0098	28 2	£2,895.50	
	46	£35,586					£507	0.26	£36,093	46	18.4452	28 2	£2,965.50	
	47	£36,402					£507	0.26	£36,909	47	18.8681	28 2	£3,033.50	
	48	£37,212		48	£ 37,212			£507	0.26	£37,719	48	19.2880	28 2	£3,101.00
grade 6 24-31	49	£ 38,010					£507	0.26	£38,517	49	19.7016	28 2	£3,167.50	
	50	£ 40,482					£507	0.26	£40,989	50	20.9829	28 2	£3,373.50	
	51	£ 41,877					£507	0.26	£42,384	51	21.7060	28 3	£3,489.75	
	52	£ 43,275					£507	0.26	£43,782	52	22.4306	28 3	£3,606.25	
	53	£ 44,667					£507	0.26	£45,174	53	23.1521	28 3	£3,722.25	
	54	£ 46,056					£507	0.26	£46,563	54	23.8721	28 3	£3,838.00	
	grade 7 28-35	55	£47,447					£507	0.26	£47,954	55	24.5921	28 3	£3,953.75
		56	£48,843					£507	0.26	£49,351	56	25.3121	28 3	£4,069.50
		57	£50,240					£507	0.26	£50,748	57	26.0321	28 3	£4,185.25
		58	£51,637					£507	0.26	£52,145	58	26.7521	28 3	£4,301.00
59		£53,034					£507	0.26	£53,542	59	27.4721	28 3	£4,416.75	
60		£54,431					£507	0.26	£54,939	60	28.1921	28 3	£4,532.50	
61		£41,640					£507	0.26	£42,147	61	21.5831	28 3	£3,470.00	
62		£42,726					£507	0.26	£43,233	62	22.1460	28 3	£3,560.50	
63		£46,764					£507	0.26	£47,271	63	24.2390	28 3	£3,897.00	
64		£47,943					£507	0.26	£48,450	64	24.8502	28 3	£3,995.25	
grade 8 33-38	65	£49,206					£507	0.26	£49,713	65	25.5048	28 3	£4,100.50	
	66	£50,649					£507	0.26	£51,156	66	26.2527	28 3	£4,220.75	

	SCF	Basic Salary	SCF	Basic Salary	SCF	Basic Salary	Local Weighting	Hrly LW	Total Salary	SCF	Hrly Rate	A/L	Lotices (Cal m)		
grade 1/2 6-17	6	£10,962					£492	0.26	£11,454	6	5.6819	22	1		
	7	£11,316					£492	0.26	£11,808	7	5.8654	22	1		
	8	£11,673					£492	0.26	£12,165	8	6.0504	22	1		
	9	£12,027					£492	0.26	£12,519	9	6.2339	22	1		
	10	£12,279					£492	0.26	£12,771	10	6.3645	22	1		
	11	£13,071					£492	0.26	£13,563	11	6.7751	22	1		
	12	£13,344					£492	0.26	£13,836	12	6.9166	22	1		
	13	£13,701					£492	0.26	£14,193	13	7.1016	22	1		
	14	£13,953		14	13,953			£492	0.26	£14,445	14	7.2322	22	1	
	15	£14,244		15	14,244			£492	0.26	£14,736	15	7.3831	22	1	
grade 3 14-21	16	£14,586		16	14,586			£492	0.26	£15,078	16	7.5603	22	1	
	17	£14,931		17	14,931		17	14,931	£492	0.26	£15,423	17	7.7391	22	1
	18			18	15,225		18	15,225	£492	0.26	£15,717	18	7.8915	22	1
	19			19	15,795		19	15,795	£492	0.26	£16,287	19	8.1870	22	1
	20			20	16,371		20	16,371	£492	0.26	£16,863	20	8.4855	22	1
	21			21	16,968		21	16,968	£492	0.26	£17,460	21	8.7950	22	1
grade 4 17-24	22			22	17,409		22	17,409	£492	0.26	£17,901	22	9.0236	24	1
	23			23	17,922		23	17,922	£492	0.26	£18,414	23	9.2895	24	1
	24			24	18,507		24	18,507	£492	0.26	£18,999	24	9.5927	24	1
	25			25	19,092				£492	0.26	£19,584	25	9.8959	24	1
	26			26	19,713				£492	0.26	£20,205	26	10.2178	24	1
	27			27	20,370				£492	0.26	£20,862	27	10.5583	24	1
	28			28	21,033		28	21,033	£492	0.26	£21,525	28	10.9020	24	1
	29			29	21,867		29	21,867	£492	0.26	£22,359	29	11.3343	26	1
grade 5 21-28	30			30	22,599		30	22,599	£492	0.26	£23,091	30	11.7137	26	1
	31			31	23,313		31	23,313	£492	0.26	£23,805	31	12.0838	26	1
	32			32	24,000		32	24,000	£492	0.26	£24,492	32	12.4399	27	1
	33			33	24,708		33	24,708	£492	0.26	£25,200	33	12.8068	27	1
	34			34	25,407		34	25,407	£492	0.26	£25,899	34	13.1691	27	1
	35			35	25,938		35	25,938	£492	0.26	£26,430	35	13.4444	28	2
grade 6 24-31	36			36	26,625				£492	0.26	£27,117	36	13.8005	28	2
	37			37	27,372				£492	0.26	£27,864	37	14.1876	28	2
	38			38	28,173				£492	0.26	£28,665	38	14.6028	28	2
	39			39	29,100				£492	0.26	£29,592	39	15.0833	28	2
	40			40	29,865				£492	0.26	£30,357	40	15.4798	28	2
	41			41	30,654		41	30,654	£492	0.26	£31,146	41	15.8888	28	2
grade 7 28-35	42			42	31,434		42	31,434	£492	0.26	£31,926	42	16.2931	28	2
	43			43	32,217		43	32,217	£492	0.26	£32,709	43	16.6989	28	2
	44			44	33,009		44	33,009	£492	0.26	£33,501	44	17.1095	28	2
	45			45	33,750		45	33,750	£492	0.26	£34,242	45	17.4935	28	2
	46			46	34,566		46	34,566	£492	0.26	£35,058	46	17.9165	28	2
	47								£492	0.26	£35,850	47	18.3270	28	2
	48			48	36,147				£492	0.26	£36,639	48	18.7360	28	2
	49			49	36,921				£492	0.26	£37,413	49	19.1372	28	2
grade 8 33-38	50			50	38,232				£492	0.26	£38,724	50	19.8167	28	2
	51			51	39,552				£492	0.26	£40,044	51	20.5009	28	3
	52			52	40,869				£492	0.26	£41,361	52	21.1835	28	3
	53			53	42,183				£492	0.26	£42,675	53	21.8646	28	3
	54			54	43,497				£492	0.26	£43,989	54	22.5457	28	3
	55														
grade 9 35-40	61			61	40,467		61	40,467	£492	0.26	£40,959	61	20.9751	28	3
	62			62	41,523		62	41,523	£492	0.26	£42,015	62	21.5225	28	3
	63			63	45,447		63	45,447	£492	0.26	£45,939	63	23.5564	28	3
	64			64	46,593		64	46,593	£492	0.26	£47,085	64	24.1504	28	3
	65			65	47,820		65	47,820	£492	0.26	£48,312	65	24.7864	28	3
	66			66	49,221		66	49,221	£492	0.26	£49,713	66	25.5126	28	3
grade 10 41-46	67														
	68														
	69														
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	71														
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grade 11 43-48	75														
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grade 12 48-54	83														
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grade 13 61-66	89														
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Mnthly (th)
£913.50
£943.00
£972.75
£1,002.25
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£1,112.00
£1,141.75
£1,162.75
£1,187.00
£1,215.50
£1,244.25
£1,268.75
£1,316.25
£1,364.25
£1,414.00
£1,450.75
£1,493.50
£1,542.25
£1,591.00
£1,642.75
£1,697.50
£1,752.75
£1,822.25
£1,883.25
£1,942.75
£2,000.00
£2,059.00
£2,117.25
£2,161.50
£2,218.75
£2,281.00
£2,347.75
£2,425.00
£2,488.75
£2,554.50
£2,619.50
£2,684.75
£2,750.75
£2,812.50
£2,880.50
£2,946.50
£3,012.25
£3,076.75
£3,186.00
£3,296.00
£3,405.75
£3,515.25
£3,624.75
£3,372.25
£3,460.25
£3,787.25
£3,882.75
£3,985.00
£4,101.75

	SCP	Basic Salary	SCP	Basic Salary	SCP	Basic Salary	Local Weighting	Hrly LW	Total Salary	SCP	Hrly Rate	A/L	otici	Mnthly	
grade 1/2 6-17	6	£10,668					£477	0.25	£11,145	6	5.5295	22	4	£889.00	
	7	£11,013					£477	0.25	£11,490	7	5.7083	22	4	£917.75	
	8	£11,361					£477	0.25	£11,838	8	5.8887	22	4	£946.75	
	9	£11,706					£477	0.25	£12,183	9	6.0675	22	4	£975.50	
	10	£11,949					£477	0.25	£12,426	10	6.1935	22	4	£995.75	
	11	£12,720					£477	0.25	£13,197	11	6.5931	22	4	£1,060.00	
	12	£12,987					£477	0.25	£13,464	12	6.7315	22	4	£1,082.25	
	13	£13,335					£477	0.25	£13,812	13	6.9119	22	4	£1,111.25	
	14	£13,581		14	£13,581			£477	0.25	£14,058	14	7.0394	22	4	£1,131.75
	15	£13,863		15	£13,863			£477	0.25	£14,340	15	7.1856	22	4	£1,155.25
16	£14,196		16	£14,196			£477	0.25	£14,673	16	7.3582	22	4	£1,183.00	
17	£14,532		17	£14,532			£477	0.25	£15,009	17	7.5323	22	4	£1,211.00	
grade 3 14-21															
grade 4 17-24															
grade 5 21-28															
grade 6 24-31															
grade 7 28-35															
grade 8 33-38															
grade 9 35-40															
grade 10 41-46															
grade 11 43-48															
grade 12 48-54															
grade 13 61-66															

	SCP	Basic Salary	SCP	Basic Salary	SCP	Basic Salary	LW	LW Hrly Ra	Total Salary	SCP	Basic Hrly Rate	A/L	Not		
grade 1/2 6-17	6	£10,308					£462	0.24	£10,770	6	5.3429	22	4		
	7	£10,641					£462	0.24	£11,103	7	5.5155	22	4		
	8	£10,977					£462	0.24	£11,439	8	5.6897	22	4		
	9	£11,310					£462	0.24	£11,772	9	5.8623	22	4		
	10	£11,544					£462	0.24	£12,006	10	5.9836	22	4		
	11	£12,291					£462	0.24	£12,753	11	6.3708	22	4		
	12	£12,549					£462	0.24	£13,011	12	6.5045	22	4		
	13	£12,885					£462	0.24	£13,347	13	6.6786	22	4		
	14	£13,122		14	£13,122			£462	0.24	£13,584	14	6.8015	22	4	
	15	£13,395		15	£13,395			£462	0.24	£13,857	15	6.9430	22	4	
	16	£13,716		16	£13,716			£462	0.24	£14,178	16	7.1094	22	4	
	17	£14,040		17	£14,040		17	£14,040	£462	0.24	£14,502	17	7.2773	22	4
				18	£14,316		18	£14,316	£462	0.24	£14,778	18	7.4204	22	4
				19	£14,853		19	£14,853	£462	0.24	£15,315	19	7.6987	22	4
grade 5 21-28	21	£15,957					£462	0.24	£16,419	21	8.2709	22	4		
	22	£16,371					£462	0.24	£16,833	22	8.4855	24	4		
	23	£16,851					£462	0.24	£17,313	23	8.7343	24	4		
	24	£17,403		24	£17,403		£462	0.24	£17,865	24	9.0204	24	4		
	25	£17,955		25	£17,955		£462	0.24	£18,417	25	9.3066	24	4		
	26	£18,537		26	£18,537		£462	0.24	£18,999	26	9.6082	24	4		
	27	£19,155		27	£19,155		£462	0.24	£19,617	27	9.9286	24	4		
	28	£19,776		28	£19,776		28	£19,776	£462	0.24	£20,238	28	10.2504	24	4
				29	£20,562		29	£20,562	£462	0.24	£21,024	29	10.6578	26	4
				30	£21,249		30	£21,249	£462	0.24	£21,711	30	11.0139	26	4
				31	£21,921		31	£21,921	£462	0.24	£22,383	31	11.3622	26	4
				32	£22,569		32	£22,569	£462	0.24	£23,031	32	11.6981	27	4
	grade 8 33-38	33	£23,235					£462	0.24	£23,697	33	12.0433	27	4	
		34	£23,889					£462	0.24	£24,351	34	12.3823	27	4	
35		£24,390		35	£24,390		£462	0.24	£24,852	35	12.6420	28	8		
36		£25,035		36	£25,035		£462	0.24	£25,497	36	12.9763	28	8		
37		£25,740		37	£25,740		£462	0.24	£26,202	37	13.3417	28	8		
38		£26,493		38	£26,493		£462	0.24	£26,955	38	13.7320	28	8		
grade 9 35-40			39	£27,363			£462	0.24	£27,825	39	14.1830	28	8		
			40	£28,083			£462	0.24	£28,545	40	14.5562	28	8		
grade 11 43-48							41	£28,827	£462	0.24	£29,289	41	14.9418	28	8
							42	£29,559	£462	0.24	£30,021	42	15.3212	28	8
	43	£30,297					43	£30,297	£462	0.24	£30,759	43	15.7038	28	8
	44	£31,041					44	£31,041	£462	0.24	£31,503	44	16.0894	28	8
	45	£31,737					45	£31,737	£462	0.24	£32,199	45	16.4501	28	8
	46	£32,505					46	£32,505	£462	0.24	£32,967	46	16.8482	28	8
	47	£33,249						£462	0.24	£33,711	47	17.2339	28	8	
	48	£33,990		48	£33,990			£462	0.24	£34,452	48	17.6179	28	8	
grade 12 48-54			49	£34,719				£462	0.24	£35,181	49	17.9958	28	8	
			50	£35,952				£462	0.24	£36,414	50	18.6349	28	8	
			51	£37,191				£462	0.24	£37,653	51	19.2771	28	12	
			52	£38,430				£462	0.24	£38,892	52	19.9193	28	12	
			53	£39,666				£462	0.24	£40,128	53	20.5600	28	12	
			54	£40,902				£462	0.24	£41,364	54	21.2006	28	12	
grade 13 61-66							61	£38,052	£462	0.24	£38,514	61	19.7234	28	12
							62	£39,045	£462	0.24	£39,507	62	20.2381	28	12
							63	£42,735	£462	0.24	£43,197	63	22.1507	28	12
							64	£43,812	£462	0.24	£44,274	64	22.7089	28	12
							65	£44,964	£462	0.24	£45,426	65	23.3061	28	12
							66	£46,284	£462	0.24	£46,746	66	23.9903	28	12

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