

# **Pay Policy Statement: 2022/23**

## 1. Introduction and Purpose

The Pay Policy Statement sets out the Council's policy regarding remuneration in accordance with the requirements of Section 38 of the Localism Act 2011 (The 'Act') and associated statutory guidance. The purpose of the statement is to provide transparency regarding the Council's approach to setting the pay of its employees and includes:

- The methods by which salaries of all employees are identified
- The detail and level of remuneration of the most senior employees
- The detail and level of remuneration of the lowest paid employees
- The relationship between the remuneration of the highest paid and other employees
- Information in response to the requirement to provide 'Gender Pay Reporting' information in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

The Personnel Committee of the Council is responsible, on behalf of the full Council, for ensuring the provisions set out in this Statement are applied consistently throughout the Council. The Personnel Committee will also refer to Council any decisions affecting newly graded posts or regraded posts where the salary becomes £100,000 or more.

### ***Scope of this Policy***

This Pay Policy Statement relates to staff employed by Manchester City Council whose remuneration, including rate of pay and terms and conditions, are determined by and within the control of the authority. It therefore does not apply to:

- Staff employed by a third party contracted to work for the authority (although the comments under the sections below on *interim support* and *preventing tax avoidance* should be noted).
- Staff on secondment to or from the authority, where their rates of pay or terms and conditions are not determined by the Authority. The Authority's approach to secondments sets how pay with regard to individuals in this group is managed.
- All staff employed in schools, including temporary teaching staff, support staff and agency staff.
- Staff employed through the authority on behalf of a third party where remuneration and some or all of the other conditions of employment are not determined by the authority.
- Unpaid volunteers or individuals on work experience placements. Such placements are intended to give students and and/or individuals from the Council's social value priority groups experience of working in the public sector. These roles would not normally be expected to last longer than six weeks.

Once approved by the full Council, the Pay Policy Statement will come into effect on 1<sup>st</sup> April 2022 and will be subject to annual review.

### ***Legislative framework***

In determining pay the Council will comply with all relevant employment legislation. The Council is also bound by collective agreements and contractual arrangements which cannot be unilaterally altered.

Relevant legislation includes the Employment Rights Act 1996, Equality Act 2010, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, the Transfer of Undertakings (Protection of Employment) Regulations 2006 (as amended), Agency Workers Regulations 2010, and the Children & Families Act 2014.

The Council has taken steps to ensure there is no discrimination within its pay structures and that all pay differentials can be objectively justified. Where relevant, legislative obligation will supersede the approach and principles outlined in this statement, for example where terms and conditions are preserved as a result of contracts of employment transferring under TUPE.

## **2. Determining pay**

Salary levels for the workforce are set via analytical mechanisms. The Council operates a job evaluation scheme for officers at Grade 12 and below and a senior job evaluation scheme for roles at Grades SS1 – SS5 including DCX and CEX spot points. The pay and main contractual conditions of all employees of the Council are linked to a national pay bargaining structure relevant to the role (see *Collective Bargaining* below).

Pay can include elements applicable only to a specific group of employees, for example contractual arrangements and terms of the relevant national agreement. This includes, for example, specific allowances and additions to pay (e.g. overtime, flexibility payments, honoraria, which can be time limited and are subject to approval). In limited circumstances, time and cash limited pay protection may be applicable, arrangements for which have been agreed in accordance with relevant local negotiating arrangements.

Other additions to the salary of officers may be made in accordance with the Council's Constitution and stated policies (e.g. car user allowance). Such payments will be made in accordance with the principles of this statement and with approval by the delegated budget holder or approver. All such payments are made in order to support the delivery of effective services and adhere to the principle of value for money.

### ***Collective Bargaining***

The Council has a strong commitment to collective bargaining based on national salary structures and to full and open engagement with its workforce.

The continued requirement for cost reduction by the organisation will mean that in 2022/23 a balance will need to be struck between any proposed increases in individual pay and the need to ensure that workforce expenditure remains in line with the agreed budget for the workforce set in the context of the Living Wage Foundation's Living Wage and market conditions.

There is a continuing challenge to ensure the NJC pay spine can absorb the impact of significant annual increases to the statutory National Living Wage which are forecast to continue. Work is underway at a national level to address this challenge. The National Employers for local government services have written to all local authority Chief Executives and a range of regional meetings are due to begin.

The organisation's overarching strategy will be to ensure the cost of its workforce falls within the budget allocation agreed by the Council in March 2022 as part of the organisation's overall budget for 2022/23 whilst working to ensure the pay structure is able to absorb minimum wage increases in future years.

The Council remains committed to the national pay structure and the relevant national agreements including those for the National Joint Council (NJC) for local government services, the Joint National Council for Chief Executives and the Joint National Council for Chief Officers. Pay awards for 2021/22 have been agreed for officers within scope of the Joint National Council for Chief Executives and the Joint National Council for Chief Officers at 1.5%. A pay award for 2021/22 has also been agreed for employees within the scope of the National Joint Council (NJC) for local government services at 2.75% for those on NJC pay point 1 and 1.75% on NJC pay points 2 and above.

Non-consolidated payments have been included at spine points 1A and 2 to ensure a pay differential at these spine points. See pay structure below.

Discussions with all national negotiating bodies are yet to begin for the 2022/23 period. However, as and when any national agreement is reached, this will be reflected in the Council's pay and grading structure appended to this statement.

The Authority will continue to consult with the trade unions representing its workforce on the impact of any changes in pay.

### ***Policy on Remunerating Chief Officers***

The Council's Chief Officers are the Strategic Management Team which includes the Chief Executive and those officers directly responsible for the key functions of the organisation. This information is currently available on the *Open Data* pages of the Council's website and will be updated on at least an annual basis to reflect changes to pay and the organisational structure and to support the Council's aim of enhancing transparency and clarity. Additional information, in accordance with the Accounts and Audit (England) Regulations 2011, is also included within the Council's Annual Statement of Accounts.

The Personnel Committee is responsible for making appropriate recommendations to Council for roles where a salary in excess of £100,000 is proposed. Relevant Chief Officers are responsible for determining pay for senior roles alongside the Director of HR and OD. Salary levels are proposed in accordance with an analytical job evaluation process within four pay bandings for SS1-3 and SS5, five bandings for SS4 and additional spot salary levels for the Deputy Chief Executive and City Treasurer, and Chief Executive as set out within the appendix to this Statement.

Since 2018/19 progression through the incremental points within these grades has been dependent upon individuals demonstrating overall annual improvements in performance, measured by delivery against a set of corporate and directorate objectives which is set at the start of each year and covers a range of operational and strategic indicators which are monitored throughout the year.

Employment arrangements for chief officers are linked to the relevant national agreements including the Joint National Council for Chief Executives and the Joint National Council for

Chief Officers, and salary values are increased in accordance with any nationally agreed pay awards as determined by the appropriate national Joint Negotiating Committee.

### ***Bonus, Performance and Earn Back***

The Council does not generally pay bonuses for chief officers within the scope of this statement (notwithstanding the link between incremental progression and pay noted above) as it believes that it has sufficiently strong performance management arrangements in place to ensure high performance from its senior officers. Any areas of under-performance are addressed rigorously.

The detail of any bonus payments will also be published in accordance with the Accounts and Audit Regulations 2015 and the Local Government Transparency Code 2015 respectively.

### ***Election Fees***

The Council is required to provide funding to the Returning Officer to discharge statutory functions relating to the administration of local government elections. The Returning Officer will make payments to those officers who undertake specific duties in relation to the elections (including to chief officers) in accordance with their role. The Chief Executive does not receive any additional payment for the role of Returning Officer for local government elections.

It should be noted that any fees which may be payable for duties undertaken in connection with national elections and referenda (such as Parliamentary General Elections or national referenda) or elections undertaken on a regional basis (Greater Manchester Combined Authority Mayoral Election) are not funded by the Council.

### ***Recruitment and Retention***

The Council's policy regarding the recruitment of all officers including senior officers is set out within the Recruitment and Selection Policy (this includes information relating to re-engagement). As indicated above, the Council aims to set appropriate pay levels, balancing costs with the need to attract and retain employees who contribute the appropriate skills, behaviours and experience needed to deliver its functions. From time to time, it is necessary to make additional payments within the Council's remuneration framework in order to secure or retain staff, with the appropriate skills, notably in roles where there is a national or regional shortage of such skills. Payments will be made in line with the Market Rate Supplement policy.

Statutory posts including the Chief Executive and Chief Officers can only be appointed to by a sub-committee of the Personnel Committee.

Non-statutory posts may be appointed to by officers of the council, but consultation with the relevant portfolio member is necessary.

When an individual is appointed to a role remunerated at a higher grade with multiple scale points, whether through internal or external recruitment, the individual will be appointed to the bottom point of the relevant grade. In exceptional circumstances, appointment at a higher scale point can be considered and agreed by the relevant Chief Officer.

### ***Interim Support***

Where the Council is unable to recruit officers, or there is a need for interim support to undertake essential work or provide cover for a substantive post, the Council will engage individuals on a temporary basis.

Such individuals will be sourced through a relevant procurement process in line with legal requirements, financial regulations and standards and the Council's agreed processes. This will ensure the Council is able to demonstrate the maximum value for money benefits from competition in securing the relevant service and full compliance with legal requirements. The Council has made and implemented all the necessary adjustments required to assure compliance with the changes in relation to off-payroll working in the public sector (IR35).

### ***Preventing Tax Evasion and Tax Avoidance***

The Council is fully compliant with the rules governing the prevention of tax evasion. In addition to this, the Council is committed to taking no part in the aiding of any form of tax avoidance. Council employees must take care not to engage in contractual arrangements which could be perceived as being primarily designed to reduce the rate of tax paid by any person or company.

### ***Living Wage Employer***

The Council aims to ensure that wages (salaries) in the City can sustain families and individuals and underpin a thriving economy. In 2015 the Council adopted a Living Wage Policy with the overarching aim to:

*Ensure that Manchester City Council employees, current and potential contractors and suppliers, and Manchester based employers are fully aware of the City Council's commitment to the Living Wage. The City Council firmly believes that increasing the number of people being paid at least the Living Wage will make a significant contribution to supporting residents out of poverty and reducing dependence on in work benefits.*

The Manchester Living Wage embodies the Council's commitment to the Living Wage Policy noted above. The Council is formally accredited by the Living Wage Foundation as a 'Living Wage Employer' and the Manchester Living Wage aligns to Living Wage Foundation's real living wage – referred to as the Foundation living wage in the remainder of this statement.

In November 2021, the Living Wage Foundation announced the new Foundation living wage hourly rate for the coming year of £9.90 per hour, an increase of 40p per hour. Accredited Living Wage Employers are required to implement the rise within six months. The Manchester Living Wage (MLW) will therefore be aligned to the new Foundation living wage rate from 1 April 2022.

### ***Lowest Paid Employees***

The lowest hourly rate of pay for a Council employee will be £10.05 per hour from 1 April 2022 following implementation of the NJC pay award for 2021/22.

## ***Pay Award for 2021/22***

Pay awards have been agreed for 2021/22 for Chief Executives, Chief Officers and all officers covered by National Joint Council (NJC) terms and conditions as detailed above. Discussions with all national negotiating bodies are yet to begin for the 2022/23 period. As and when any national agreement is reached, this will be reflected in the Council's pay and grading structure appended to this statement.

## **3. Employee Cost and Salary Ratios**

The Council does not have a target for the ratio between the pay of the highest earners and other employees. It does not propose to set one, accepting the judgement of the Hutton Report, that such targets serve no useful purpose. However, it will monitor this relationship to ensure that the remuneration of the highest paid is not excessive and remains consistent with the needs of the Council as expressed in this policy statement.

As of January 2022, the salary multiple between the highest paid officer (the Chief Executive) and the median rate for all officers within the scope of this policy is 7.84:1.

This ratio results from the detailed implementation of the pay policies set out in this document and will vary marginally with time as the shape of the organisation and roles change.

## **4. Payments on Termination**

The Council's approach to severance and discretionary payments on termination of employment is set out within its policy on the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2000 and 2006 and the Local Government Pension Scheme Regulations 2007 as agreed by the Council's Personnel Committee. The Council applies this policy to all employees and in all cases. Any changes to this policy, whether permanent or time limited, will be agreed by the Personnel Committee.

In addition to the Council's Severance and Early Retirement (Efficiency) Policy Statement the City Solicitor has the authority to settle, if appropriate and in the interests of the Council, any actual or threatened legal proceedings as set out in Part 3 Section F of the Council's Constitution.

Any severance packages with a value in excess of £100,000 will be approved by Council before they are agreed. This policy applies to severance packages pursuant to a settlement agreement. However, it does not apply in relation to the cost of early access to, and/or enhancement of a retirement pension, where the employee's employment is terminated on grounds of ill health.

Provisions in the Finance (No.2) Act 2017 changed the rules on the taxation of termination payments to remove the distinction between contractual and non-contractual payments in lieu of notice, effective from April 2018. The Council continues to comply with these requirements.

Employers are liable to pay Class 1A national insurance contributions on termination payments above £30,000 that are subject to income tax by the employee. The Council is fully compliant with this requirement.

## **Exit Pay Cap and pension reforms**

Following revoke of the Restrictions of Public Sector Exit Payments Regulations 2020, it has been expected that further changes will be presented for consultation. There is no timeframe for this at present, and requirements will be incorporated into this statement at the appropriate time.

## **5. Gender Pay Reporting**

The Council is required by law to carry out Gender Pay Reporting on an annual basis in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. Reporting is based on a 'snapshot' date of 31 March 2021 and must include:

- the difference between the mean and median hourly rate of pay of male and female employees.
- the difference between the mean and median bonus pay received by male and female employees.
- the proportions of male and female employees who were paid a bonus, and
- the proportions of male and female employees in the lower, lower middle, upper middle, and upper quartile.

It is worth emphasising that a 'Gender Pay Gap' is not the same as an issue of 'Equal Pay'. The Council has a long standing commitment to equality and a sound analytical approach to pay and grading in line with the Single Status Agreement as well as an analytical approach to the evaluation of senior roles. As a result, the Council is confident employees receive remuneration within the same grade when carrying out the same or equivalent work. The gender pay gap therefore does not stem from paying men and women differently. Rather, it is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

The tables below provide the information the Council is required to publish in line with the legislation cited above and is based on the snapshot date of 31 March 2021.

Table A: Gender Pay Gap

| Gender Pay Gap (difference in hourly pay) |      |        |
|---|------|--------|
|   | Mean | Median |
| Hourly Pay                                | 6.6% | 6.3%   |

The table above shows the percentage difference between the mean (average) and median (middle value) hourly rate of pay of male and female employees. A positive percentage shows that, on average, Female employees are paid less than Male employees. The closer to 0 the lower the Gender Pay Gap.

Table B: Bonus Pay

|   |
|---|
| The Council does not make any Bonus Payments which fall within the definition of Bonus for the purpose of Gender Pay Gap reporting. |
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Table C: Pay quartiles by gender

|                                     |
|-------------------------------------|
| Gender Split with each Pay Quartile |
|-------------------------------------|

| Hourly Pay Quartile   | Male  | Female |
|-----------------------|-------|--------|
| Upper Quartile        | 38.6% | 61.4%  |
| Upper Middle Quartile | 34.6% | 65.4%  |
| Lower Middle Quartile | 36.9% | 63.1%  |
| Lower Quartile        | 25.6% | 74.4%  |

The table above shows the percentage of Male and Female employees in the lower, lower middle, upper middle and upper quartile pay bands. These quartiles have been calculated by working out the hourly pay for each employee and then ranking them in order from lowest to highest paid. This list is then divided (as equally as possible) into four sections to provide the above.

The Council's mean gap of 6.6% (*previous year: 8.0%*) and median gap of 6.3% (*previous year: 7.9%*) is significantly below the mean and median gap for the UK of 14.9% and 15.4%<sup>1</sup> respectively. However, the Council is committed to further reducing its pay gap.

The proportion of low paid staff within the gender pay gap calculations (c.20% in Grades 1 to 3 roles) has a disproportionately high impact on the overall Gender Pay Gap. These roles are often part-time and many of these are term-time-only. Employment in these positions follows the national trend of being predominantly female and has a significant impact on the Council's overall pay gap.

Whilst, as noted above, the key factors here align with the national trend, the Council is committed to undertaking action which will support a positive reduction in the gender pay gap (i.e. through increasing the average pay of women and not reducing overall pay or removing lower paid roles from the organisational structure). Key activities in support of this include:

- The review of ways of working (Our Ways of Working programme) across the organisation to identify and promote increased flexibility is ongoing, supporting employees to more effectively balance home and work commitments, and driving increased flexibility as the norm in roles at all levels of the organisation.
- Apprenticeships are available to new and existing employees with qualifications starting from level 2 (NVQ/GCSE equivalent) to level 7 (post-graduate degree). They are available to people at any stage of their career looking to further develop skills and knowledge.
- The six-month LeadHERship Development coaching programme has been designed specifically to better equip Black, Asian, and Minority Ethnic women to help develop the critical skills of staff with ambitions to lead, influence and mentor. The wider Leadership Development programme also aims to support all employees to develop into leadership positions.
- All workforce policies are subject to Equality Impact Assessment as part of the review process. This ensures that any potential impacts relating to gender are identified at an early stage and addressed to ensure employment approaches are fair for all and specific requirements are built into policy and guidance.

### *Ethnicity Pay Gap Reporting*

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<sup>1</sup> All employees as per ONS, Gender Pay Gap in the UK: October 2021 - Provisional

In October 2018, the Government launched its public consultation to bring forward its manifesto commitment to "ask large employers to publish information on the pay gap for people from different ethnic backgrounds". This consultation closed on 11 January 2019 and the government's response to the consultation is yet to be published. The consultation paper did not specify when the obligation might be introduced, however this has been subject to further discussion, most recently in the House of Lords in October 2021.

We recognise that we have gaps in our data with regards to workforce ethnicity and are currently working to reduce these gaps. This piece of work has included working with our staff groups to understand why there were gaps in our data, reviewing and updating the ethnicity classifications in the SAP system and re-surveying all employees. This final part is still underway. This work aims to improve our response rate and will enable future reporting in this area.

We are committed to reporting the Ethnicity Pay Gap but want to ensure we have sufficient data to enable meaningful use of this information. A further push on capturing equality monitoring information will take place in March/April 2022 to address these known gaps with an internal review of ethnicity data gains scheduled for Summer 2022.

A Government consultation has also been launched recently on disability workforce reporting requirements for organisations, this is due to close in March 2022 and will inform how we approach disability pay gap reporting in future.

## **6. Publication**

This Statement will be published on the *Open Data* pages of the Council's Website once it has been approved by Council.

In addition, details of senior posts are available on the Council's website together with information on the organisation's structure and the roles and responsibilities of individual officers. This information will be updated on at least an annual basis.

In order to comply with the regulations in relation to gender pay gap reporting the Council figures will, in addition to publication in this Statement, also be submitted via the dedicated government portal for publication on the designated government website.

Additional information on the organisation's workforce expenditure is set out in the Council's Annual Statement of Accounts.

Detailed information on the equality make-up of the organisation's workforce is also available on the Council's website.

## **Glossary of Terms**

### ***Chief Officer (statutory definition)***

Section 43(2) of the Localism Act defines a 'Chief Officer' for the purposes of the Pay Policy Statement as meaning the following:-

- (a) the Authority's Head of Paid Service
- (b) the Authority's Monitoring Officer
- (c) the Authority's Director of Children's Services
- (d) the Authority's Director of Social Services
- (e) the officer having responsibility for the administration of the Authority's financial affairs
- (f) any officer for whom the Authority's Head of Paid Service is directly responsible; or who, as respects all or most of the duties of his post, is required to report directly or is directly accountable to the Authority's Head of Paid Service; or who, as respects all or most of the duties of his post, is required to report directly or is directly accountable to the Authority itself or any committee or sub-committee of the Authority.
- (g) any officer who, as respects all or most of the duties of his post, is required to report directly or is directly accountable to one or more of the officers listed at points (a) to (f) above.

The definition of 'Chief Officers' excludes any officer 'whose duties are solely secretarial or clerical or are otherwise in the nature of support services'.

### ***Employer Pension Contributions***

Where employees have exercised their statutory right to become members of the Local Government Pension Scheme, the Council is required to make a contribution to the scheme representing a percentage of the pensionable remuneration due under the contract of employment of that employee. The rate of contribution is set by Actuaries advising the Greater Manchester Pension Fund and reviewed on a triennial basis in order to ensure the scheme is appropriately funded. The current rate is 18.5% but will be subject to revision at the direction of the pension fund.

### ***Flexibility Payment***

A flexibility payment is paid for roles where an employee is contractually required to work a regular pattern involving a non-standard rota, working 'over and beyond' normal working hours on a regular five, six or seven days out of seven pattern which includes late and weekend working. A graduated allowance will be included as part of the basic salary for the job, depending on the degree of inconvenience.

### ***Foundation Living Wage***

Also known as the 'real' Living Wage. This is a voluntary rate of pay announced annually by the Living Wage Foundation and is based on an independent assessment of the real cost of living based on a number of indicators, including goods and services, which represent what people need to meet their basic everyday needs.

### ***FTE - Full Time Equivalent***

This term stands for full-time equivalent (not full-time employee) and translates the total hours worked by part-time employees into the number of equivalent full-time employees.

### ***Honorarium***

An honorarium is a payment made to an individual in a structured, funded role for specific, time-limited additional duties undertaken on top of their substantive role. This can be a way of developing staff whilst maintaining service delivery. An approval process is in place for any payments made. Any honorarium payment made to an employee at Grade 12, SCP 51 or above, or where the honorarium is ongoing for over 12 months, requires approval by the relevant Chief Officer and the Director of HR and OD.

### ***Manchester Living Wage***

The Council's commitment to paying a living wage is reflected by the Manchester Living Wage. The Council is formally accredited by the Living Wage Foundation as a 'Living Wage Employer' and the Manchester Living Wage aligns to the Foundation's 'real' Living wage (also known as the Foundation living wage).

### ***Median Salary***

The authority's median salary is based on the salary which is the numerical 'mid-point' when the organisations salaries are arranged from top to bottom in order of size. It is based purely on the actual salary assigned to the post (assuming the post is worked at 1 FTE). Salaries of vacant posts, casual members of staff, contractors, and other non-employees are not used for the purposes of this calculation. The current median salary is £26,975.

### ***National Living Wage***

The National Living Wage is the statutory hourly rate of pay for those aged 23 and over.

### ***On costs***

These are the additional costs of employment, over and above what is paid (or provided) to the employee by way of remuneration. There are two types of on cost, *direct*, which for the purpose of this Statement is deemed to be employer's National Insurance and pension costs and *indirect* which include items such as premises costs, the cost of support functions etc and are not applicable to this Statement.

### ***Pay / Remuneration***

For the purpose of this Statement 'pay' is referred to as remuneration and is consistent within the definition contained within the Localism Act.

### ***Pay Bill***

The total sum paid by the organisation inclusive of salary and on-costs.

### ***Salary / Spot Salary***

For the purpose of this Pay Statement, salary refers to its normally accepted meaning i.e. monetary pay.

A spot salary is a salary set at a specific sum, does not form a part of a pay band or contain increments to which the employee is entitled. Spot salaries are normally subject to increase in line with contractual provisions with regard to inflation.

### ***Senior Manager (Senior Officer)***

Any Officer in receipt of a basic salary in **excess** of Spinal Column Point 51.

### ***Severance Package***

Severance packages can comprise of a number of different payments or benefits made in relation to the termination of a person's employment, which include (but are not limited to):

- lump sum severance payments
- redundancy compensation
- termination payments on grounds of business efficiency
- early access to, and/or enhancement of, pension benefits (in respect of this the value is defined as the capital cost to the Council of the early release / enhancement).
- salary paid in lieu of notice

Appendix A: Pay & Grading Structure 2022/23 (Interim – Pre Pay Award)

| Grade   | SCP     | Basic Pay | Grade    | SCP     | Basic Pay | Grade   | SCP      | Basic Pay |
|---------|---------|-----------|----------|---------|-----------|---------|----------|-----------|
| Grade 1 | 1       | £18,333   | Grade 7  | 26      | £30,984   | SS1**   | 11       | £62,531   |
|         | 1A*     | £18,497   |          | 27      | £31,895   |         | 12       | £63,773   |
| Grade 2 | 2       | £18,698   |          | 28      | £32,798   |         | 13       | £65,048   |
|         | 3*      | £18,887   |          | 29      | £33,486   |         | 14       | £67,676   |
| Grade 3 | 4       | £19,264   |          | Grade 8 | 30*       | £34,373 | SS2**    | 21        |
|         | 5       | £19,650   | 31       |         | £35,336   | 22      |          | £71,820   |
| 6*      | £20,043 | 32        | £36,371  |         | 23        | £73,256 |          |           |
| Grade 4 | 7       | £20,444   | 33       |         | £37,568   | 24      | £76,215  |           |
|         | 8       | £20,852   | 34       |         | £38,553   | 31      | £82,093  |           |
|         | 9       | £21,269   | 35*      | £39,571 | 32        | £83,734 |          |           |
|         | 10      | £21,695   | Grade 9  | 36      | £40,578   | SS3**   | 33       | £85,409   |
| 11*     | £22,129 | 37        |          | £41,591 | 34        |         | £90,959  |           |
| Grade 5 | 13      | £23,023   |          | 38      | £42,614   | SS4**   | 41       | £100,071  |
|         | 14      | £23,484   |          | 39      | £43,570   |         | 42       | £102,071  |
|         | 15      | £23,953   | 40*      | £44,624 | 43        |         | £104,113 |           |
|         | 17      | £24,920   | Grade 10 | 41      | £45,648   |         | 44       | £106,196  |
|         | 19*     | £25,927   |          | 42      | £46,662   |         | 45       | £110,486  |
| Grade 6 | 21      | £26,975   | Grade 11 | 43*     | £47,665   | SS5**   | 51       | £129,452  |
|         | 22      | £27,514   |          | 44      | £48,981   |         | 52       | £132,822  |
|         | 23      | £28,226   |          | 45      | £50,035   |         | 53       | £138,357  |
|         | 24      | £29,174   |          | 46      | £51,310   |         | 54       | £148,701  |
|         | 25*     | £30,095   |          | 47      | £52,417   | DCX     |          | £159,566  |
|         |         |           | Grade 12 | 48      | £53,639   | CEX     |          | £211,584  |
|         |         |           |          | 49      | £54,793   |         |          |           |
|         |         |           |          | 50      | £55,970   |         |          |           |
|         |         |           |          | 51*     | £57,161   |         |          |           |

\* Progression subject to competency review

\*\* Progression dependent on individuals demonstrating overall annual improvements in performance

**Please note – Additional non-consolidated payments have been applied at SCP 1A and SCP 2 in order to maintain a differential at these spine points.**