

PAY POINT	PAY LEVELS	GRADE	ROLE PROFILES		
£164,548.63	P	14	Service LDR 6A	Functional LDR 6B	
£159,912.73	I2				
£155,140.34	I1				
£148,898.52	E				
£138,038.36	P	13	Service LDR 5A	Functional LDR 5B	
£134,165.30	I2				
£130,403.75	I1				
£124,963.14	E				
£123,201.91	P	12	Service LDR 4A	Functional LDR 4B	
£119,755.56	I2				
£116,408.48	I1				
£111,567.32	E				
£111,567.32	ACZ		ACZ	ACZ	ACZ
£108,455.52	P	11	Service LDR 3A	Business LDR 3B	Corporate LDR 3C
£103,955.22	I2				
£99,647.54	I1				
£95,498.65	E				
£91,468.13	ACZ		ACZ	ACZ	ACZ
£88,787.24	P	10	Service LDR 2A	Business LDR 2B	Corporate LDR 2C
£84,939.73	I2				
£81,249.28	I1				
£76,590.46	E				
£73,292.75	ACZ		ACZ	ACZ	ACZ
£71,120.35	P	9	Service LDR 1A	Business LDR 1B	Corporate LDR 1C
£68,058.05	I2				
£65,100.56	I1				
£61,410.11	E				

LEADERSHIP

Hourly Rate

£90.16
£87.62
£85.01
£81.59
£75.64
£73.52
£71.45
£68.47
£67.51
£65.62
£63.79
£61.13
£61.13
£59.43
£56.96
£54.60
£52.33
£50.12
£48.65
£46.54
£44.52
£41.97
£40.16
£38.97
£37.29
£35.67
£33.65
£32.19
£31.25
£29.89
£28.62
£26.97
£25.79
£24.69
£23.53
£22.24
£21.42
£20.60
£19.47
£18.44
£17.73
£17.03
£16.29
£15.65
£15.07
£14.53
£13.98
£13.50
£13.13
£12.68
£12.41
£12.00

Non Core payments

Points	Payment Level	2023 Value
3 to 5	A	£773
6 to 10	B	£1,235
11 to 15	C	£1,974
16 to 20	D	£3,159
21 to 25	E	£5,054
26 to 30	F	£8,083
31 and over	G	£9,931

Points	Payment Level	2023 Value
45 to 54	1	£675
55 to 63	2	£843
64 to 72	3	£1,061
73 to 79	4	£1,350
80 and over	5	£1,686

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. 2) More than 7hrs total Saturday and/or Sunday.	1601 1602	3 7
Requirement to work 37 hours		1603	7
Requirement to work:	Variable hours/additional hours (up to 5 hours) Short Notice additional hours. Recall, split duty, call out, task completion	1604 1605 1606	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.	1607 1608 1609	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.	1610 1611 1612 1613	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).	1614 1615 1616 1617	5 10 21 27

			BS	CA	CAT	CFUS	CRM	CSE	IPI	PCS	PES	SEC	SRLP	TS	VEH
£58,740.56	ACZ		ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ
£57,039.38	P	8	BS5	CA7	CAT6	CFUS8	CRM6	CSE6	IPI6	PCS7	PES7	SEC6	SR7	TS7	
£54,552.83	I2														
£52,223.35	I1														
£49,213.59	E														
£47,067.25	P	7	BS4	CA6	CAT5	CFUS7	CRM5	CSE 5A 5B 5C	IPI5	PCS6	PES6	SEC5	SR6	TS6	
£45,051.80	I2														
£42,945.61	I1														
£40,592.18	E														
£39,089.87	P	6	BS 3A 3B	CA5	CAT4B	CFUS6	CRM 4A 4B	CSE 4A 4B	IPI4	PCS5	PES5A		SR5	TS5	
£37,587.07	I2														
£35,533.05	I1														
£33,654.48	E														
£32,352.00	P	5	BS 2B 2C	CA 4A 4B	CAT4A	CFUS 5A 5B	CRM 3C		IPI3	PCS4	PES 5B 4A	SEC4	SR4	TS4	VEH5
£31,074.65	I2														
£29,736.65	I1														
£28,570.33	E														
£27,504.07	P	4	BS 2A	CA 3	CAT3	CFUS4	CRM 3A 3B	CSE 3B 2	IPI2	PCS3	PES 4B 3A		SR3	TS3	VEH4
£26,508.72	I														
£25,514.03	E														
£24,638.48	P														
£23,954.88	I	3	BS1	CA2	CAT2B	CFUS3	CRM2	CSE 3A 1	IPI1	PCS2	PES3B	SEC 3 2	SR2	TS2	VEH3
£23,148.43	E														
£22,641.51	P														
£21,900**	P														

\*\* Effective from 1st April 2024