

PAY POINT	PAY LEVELS	GRADE	ROLE PROFILES													Hourly Rate																										
£183,496.49	P	14	Service LDR 6A	Functional LDR 6B	L E A D E R S H I P													£100.55																								
£178,326.78	I2																	£97.71																								
£173,305.91	I1																	£94.96																								
£166,044.22	E																	£90.98																								
£153,933.48	P	13	Service LDR 5A	Functional LDR 5B	L E A D E R S H I P													£84.35																								
£149,614.45	I2																	£81.98																								
£145,419.86	I1																	£79.68																								
£139,352.65	E																	£76.36																								
£137,388.73	P	12	Service LDR 4A	Functional LDR 4B	L E A D E R S H I P													£75.28																								
£133,545.49	I2																	£73.18																								
£129,813.02	I1																	£71.13																								
£124,414.36	E																	£68.17																								
£124,414.36	ACZ		ACZ	ACZ	ACZ											£68.17																										
£120,944.28	P	11	Service LDR 3A	Business LDR 3B	Corporate LDR 3C	L E A D E R S H I P													£66.27																							
£115,925.75	I2																		£63.52																							
£111,121.93	I1																		£60.89																							
£106,495.30	E																		£58.35																							
£102,000.68	ACZ		ACZ	ACZ	ACZ											£55.89																										
£99,011.19	P	10	Service LDR 2A	Business LDR 2B	Corporate LDR 2C	L E A D E R S H I P													£54.25																							
£94,720.51	I2																		£51.90																							
£90,605.14	I1																		£49.65																							
£85,409.84	E																		£46.80																							
£81,732.47	ACZ		ACZ	ACZ	ACZ											£44.78																										
£79,309.92	P	9	Service LDR 1A	Business LDR 1B	Corporate LDR 1C	L E A D E R S H I P													£43.46																							
£75,894.94	I2																		£41.59																							
£72,596.98	I1																		£39.78																							
£68,481.47	E																		£37.52																							
£65,504.63	ACZ		ACZ	BS	CA	CAT	CFUS	CRM	CSE	IPI	PCS	PES	SEC	SRLP	TS	VEH	£35.89																									
£63,607.44	P	8	BS5	CA7	CAT6	CFUS8	CRM6	CSE6	IPI6	PCS7	PES7	SEC6	SR7	TS7	L E A D E R S H I P													£34.85														
£60,834.54	I2																											£33.33														
£58,236.82	I1																											£31.91														
£54,880.57	E																											£30.07														
£52,487.08	P	7	BS4	CA6	CAT5	CFUS7	CRM5	CSE 5A 5B 5C	IPI5	PCS6	PES6	SEC5	SR6	TS6	L E A D E R S H I P													£28.76														
£50,239.56	I2																											£27.53														
£47,890.84	I1																											£26.24														
£45,266.38	E																											£24.80														
£43,591.01	P	6	BS 3A 3B	CA5	CAT4B	CFUS6	CRM 4A 4B	CSE 4A 4B	IPI4	PCS5	PES5A	SR5	TS5	L E A D E R S H I P													£23.89															
£41,915.21	I2																										£22.97															
£39,624.65	I1																										£21.71															
£37,541.80	E																										£20.57															
£36,139.90	P	5	BS 2B 2C	CA 4A 4B	CAT4A	CFUS 5A 5B	CRM 3C	CSE	IPI3	PCS4	PES 5B 4A	SEC4	SR4	TS4	VEH5	L E A D E R S H I P													£19.80													
£34,764.94	I2																												£19.05													
£33,324.73	I1																												£18.26													
£32,069.33	E																												£17.57													
£30,921.53	P	4	BS 2A	CA 3	CAT3	CFUS4	CRM 3A 3B	CSE 3B 2	IPI2	PCS3	PES 4B 3A	SR3	TS3	VEH4	L E A D E R S H I P													£16.94														
£29,850.22	I																											£16.36														
£28,779.46	E																											£15.77														
£27,837.09	P																											3	BS1	CA2	CAT2B	CFUS3	CRM2	CSE 3A 1	IPI1	PCS2	PES3B	SEC 3 2	SR2	TS2	VEH3	L E A D E R S H I P
£27,101.14	I	£14.85																																								
£26,233.14	E	£14.37																																								
£25,687.45	P	2	CAT2A	CFUS2	PES2	SR1	TS1	L E A D E R S H I P													£14.08																					
£24,673.24	P																				1	CA1	CAT1	CFUS1	CRM1	PCS1	PES1	SEC1	L E A D E R S H I P													£13.52

Non Core payments

Points	Payment Level	Value
3 to 5	A	£862
6 to 10	B	£1,377
11 to 15	C	£2,201
16 to 20	D	£3,522
21 to 25	E	£5,635
26 to 30	F	£9,012
31 and over	G	£11,071

Points	Payment Level	Value
45 to 54	1	£754
55 to 63	2	£940
64 to 72	3	£1,184
73 to 79	4	£1,505
80 and over	5	£1,880

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.	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).			