

From April 2019

| | | SCP | ANNUAL | MONTHLY | HOURLY |
|---------------------------------------|----------|-----|---------|-----------|--------|
| Grade APP Based on 35 hours | 1st year | A01 | £7,117 | £593.12 | £3.90 |
| | 16 - 17 | A02 | £7,939 | £661.56 | £4.35 |
| | 18 - 20 | A03 | £11,224 | £935.31 | £6.15 |
| | 21 - 24 | A04 | £14,052 | £1,171.04 | £7.70 |
| | 25 + | A05 | £14,983 | £1,248.60 | £8.21 |

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| Grade 1 | up to 287 points | 005 | £17,364 | £1,447.00 | £9.00 |
| | | 006 | £17,364 | £1,447.00 | £9.00 |
| | | 007 | £17,364 | £1,447.00 | £9.00 |
| | | 008 | £17,364 | £1,447.00 | £9.00 |
| | | 009 | £17,364 | £1,447.00 | £9.00 |

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| Grade 2 | 288 to 334 points | 009 | £17,364 | 1,447.00 | £9.00 |
| | | 010 | £17,364 | 1,447.00 | £9.00 |
| | | 011 | £17,364 | 1,447.00 | £9.00 |
| | | 012 | £17,364 | 1,447.00 | £9.00 |
| | | 013 | £17,364 | 1,447.00 | £9.00 |

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| Grade 3 | 335 to 381 points | 015 | £17,950 | 1,495.83 | £9.30 |
| | | 016 | £18,379 | 1,531.62 | £9.53 |
| | | 017 | £18,817 | 1,568.08 | £9.75 |
| | | 018 | £19,187 | 1,598.94 | £9.95 |
| | | 019 | £20,096 | 1,674.67 | £10.42 |

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| Grade 4 | 382 to 428 points | 021 | £21,120 | £1,760.01 | £10.95 |
| | | 022 | £21,670 | £1,805.83 | £11.23 |
| | | 023 | £22,306 | £1,858.87 | £11.56 |
| | | 024 | £23,036 | £1,919.64 | £11.94 |
| | | 025 | £24,126 | £2,010.51 | £12.51 |

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| Grade 5 | 429 to 475 points | 027 | £25,354 | £2,112.85 | £13.14 |
| | | 028 | £26,181 | £2,181.78 | £13.57 |
| | | 029 | £27,219 | £2,268.23 | £14.11 |
| | | 030 | £28,129 | £2,344.05 | £14.58 |
| | | 031 | £29,305 | £2,442.05 | £15.19 |
| | | 032 | £29,874 | £2,489.50 | £15.48 |
| | | 033 | £30,754 | £2,562.85 | £15.94 |

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|----------------|-------------------|-----|---------|-----------|--------|
| Grade 6 | 476 to 522 points | 033 | £30,754 | £2,562.85 | £15.94 |
| | | 034 | £31,625 | £2,635.42 | £16.39 |
| | | 035 | £32,286 | £2,690.47 | £16.73 |
| | | 036 | £33,141 | £2,761.74 | £17.18 |
| | | 037 | £34,465 | £2,872.11 | £17.86 |
| | | 038 | £35,068 | £2,922.31 | £18.18 |
| | | 039 | £36,222 | £3,018.46 | £18.77 |

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|----------------|-------------------|-----------|---------|-----------|--------|
| Grade 7 | 523 to 569 points | 039 | £36,222 | £3,018.46 | £18.77 |
| | | 040 | £37,175 | £3,097.88 | £19.27 |
| | | 041 | £38,155 | £3,179.55 | £19.78 |
| | | 042 | £39,127 | £3,260.61 | £20.28 |
| | | 043 | £40,102 | £3,341.85 | £20.79 |
| | | 044 | £41,090 | £3,424.13 | £21.30 |
| 045 | £42,010 | £3,500.86 | £21.78 | | |

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| Grade 8 | 570 to 616 points | 045 | £42,010 | £3,500.86 | £21.78 |
| | | 046 | £43,026 | £3,585.48 | £22.30 |
| | | 047 | £44,013 | £3,667.76 | £22.81 |
| | | 048 | £44,992 | £3,749.34 | £23.32 |
| | | 049 | £46,109 | £3,842.46 | £23.90 |
| | | 050 | £47,033 | £3,919.45 | £24.38 |
| | | 051 | £48,459 | £4,038.23 | £25.12 |

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| Grade Head of Service | HS1 | £49,344 | £4,111.96 | £25.58 |
| | HS2 | £52,031 | £4,335.94 | £26.97 |
| | HS3 | £53,430 | £4,452.47 | £27.69 |
| | HS4 | £55,567 | £4,630.55 | £28.80 |
| | HUB | £58,460 | £4,871.69 | £30.30 |

| P.A | P.M | % | Element |
|---------|--------|------|-----------------------------|
| | £27.25 | | Call Out - Telephone |
| £23.56 | £1.96 | | Shoe Allowance |
| £159.43 | £13.29 | | First Aid |
| | | 100% | Call Out - Attendance hours |
| | | 50% | Christmas & New Years Day |
| | | 33% | Overtime |
| | | 15% | Nights, 22:00 to 05:00 |
| | | 10% | Weekend & Bank Holiday |

| SCP/ Payroll Scale Codes | |
|--------------------------|-----------------------|
| O | Standard Scale Point |
| A | Apprentice Wage |
| HS | Head of Service Grade |
| L | National Living Wage |
| M | National Minimum Wage |
| P | Probationary Point |
| S | Supplement Point |
| U | Upper Banding Point |

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|------------------------|
| Upper Banding |
| Probation Point |

| National Wage Rates | | |
|---------------------|------------|-------|
| APP | Apprentice | £3.90 |
| NMW | 16-17 | £4.35 |
| NMW | 18-20 | £6.15 |
| NMW | 21-24 | £7.70 |
| NLW | 25 + | £8.21 |

| Notice needed | |
|---------------|----------|
| Apprentice | 1 week |
| 1 - 3 | 1 Month |
| 4 - 5 | 2 Months |
| 6 - 8 | 3 Months |
| HOS + | 3 Months |

