

From April 2020

		SCP	ANNUAL	MONTHLY	HOURLY
Grade APP Based on 35 hours	1st year	A01	£7,573.74	£631.15	£4.15
	16 - 17	A02	£8,303.74	£691.98	£4.55
	18 - 20	A03	£11,771.24	£980.94	£6.45
	21 - 24	A04	£14,964.98	£1,247.08	£8.20
	25 +	A05	£15,913.98	£1,326.17	£8.72

Grade 1	up to 287 points	P05	£17,842	£1,486.79	£9.25
		006	£17,842	£1,486.79	£9.25
		007	£17,842	£1,486.79	£9.25
		008	£17,842	£1,486.79	£9.25
		009	£17,842	£1,486.79	£9.25

Grade 2	288 to 334 points	P09	£17,842	1,486.79	£9.25
		010	£17,842	1,486.79	£9.25
		011	£17,842	1,486.79	£9.25
		012	£17,842	1,486.79	£9.25
		013	£17,842	1,486.79	£9.25

Grade 3	335 to 381 points	P15	£18,444	1,536.97	£9.56
		016	£18,885	1,573.73	£9.79
		017	£19,334	1,611.20	£10.02
		018	£19,715	1,642.91	£10.22
		019	£20,649	1,720.72	£10.70

Grade 4	382 to 428 points	P21	£21,701	£1,808.41	£11.25
		022	£22,266	£1,855.49	£11.54
		023	£22,920	£1,909.98	£11.88
		024	£23,669	£1,972.43	£12.27
		025	£24,790	£2,065.79	£12.85

Grade 5	429 to 475 points	P27	£26,051	£2,170.95	£13.50
		028	£26,901	£2,241.78	£13.94
		029	£27,967	£2,330.60	£14.50
		030	£28,902	£2,408.51	£14.98
		031	£30,110	£2,509.21	£15.61
		U32	£30,696	£2,557.97	£15.91
		U33	£31,600	£2,633.33	£16.38

		SCP	ANNUAL	MONTHLY	HOURLY
Grade 6	476 to 522 points	P33	£31,600	£2,633.33	£16.38
		034	£32,495	£2,707.89	£16.84
		035	£33,174	£2,764.46	£17.19
		036	£34,052	£2,837.69	£17.65
		037	£35,413	£2,951.09	£18.36
		U38	£36,032	£3,002.67	£18.68
		U39	£37,218	£3,101.47	£19.29

Grade 7	523 to 569 points	P39	£37,218	£3,101.47	£19.29
		040	£38,197	£3,183.07	£19.80
		041	£39,204	£3,266.99	£20.32
		042	£40,203	£3,350.28	£20.84
		043	£41,205	£3,433.75	£21.36
		U44	£42,220	£3,518.29	£21.88
		U45	£43,166	£3,597.13	£22.37

Grade 8	570 to 616 points	P45	£43,166	£3,597.13	£22.37
		046	£44,209	£3,684.08	£22.91
		047	£45,223	£3,768.62	£23.44
		048	£46,229	£3,852.45	£23.96
		049	£47,377	£3,948.12	£24.56
		U50	£48,327	£4,027.23	£25.05
		U51	£49,791	£4,149.28	£25.81

P.A	P.M	%	Element
	£28.00		Call Out - Telephone
£24.21	£2.02		Shoe Allowance
£163.81	£13.65		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	
0	Standard Scale Point
A	Apprentice Wage
M	National Minimum Wage
P	Probationary Point
U	Upper Banding Point

Upper Banding
Probation Point

National Wage Rates		
APP	Apprentice	£4.15
NMW	16-17	£4.55
NMW	18-20	£6.45
NMW	21-24	£8.20
NLW	25 +	£8.72

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