

From April 2021

		SCP	ANNUAL	MONTHLY	HOURLY
Grade APP (NMW) Based on 35 hours	1st year	A01	£7,847.49	£653.96	£4.30
	16 - 17	A02	£8,431.49	£702.62	£4.62
	18 - 20	A03	£11,971.99	£997.67	£6.56
	21 - 22	A04	£15,256.98	£1,271.42	£8.36
	23 +	A05	£16,260.73	£1,355.06	£8.91

		P05	£18,328	£1,527.35	£9.50
Grade 1 LWF Rate	up to 287 points	006	£18,328	£1,527.35	£9.50
		007	£18,328	£1,527.35	£9.50
		008	£18,328	£1,527.35	£9.50
		009	£18,328	£1,527.35	£9.50

		P09	£18,328	£1,527.35	£9.50
Grade 2 LWF Rate	288 to 334 points	010	£18,328	£1,527.35	£9.50
		011	£18,328	£1,527.35	£9.50
		012	£18,328	£1,527.35	£9.50
		013	£18,328	£1,527.35	£9.50

		P15	£18,444	1,536.97	£9.56
Grade 3	335 to 381 points	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

		P21	£21,701	£1,808.41	£11.25
Grade 4	382 to 428 points	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

		P27	£26,051	£2,170.95	£13.50
Grade 5	429 to 475 points	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

		P39	£37,218	£3,101.47	£19.29
Grade 7	523 to 569 points	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		

		P45	£43,166	£3,597.13	£22.37
Grade 8	570 to 616 points	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
NMW	National Minimum Wage
P	Probationary Point
LWF	Living Wage Foundation
U	Upper Banding Point

Upper Banding
Probation Point

National Minimum Wage Rates		
APP	Apprentice	£4.30
NMW	16-17	£4.62
NMW	18-20	£6.56
NMW	21-22	£8.36
NLW	23 +	£8.91
LWF		£9.50

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