

PAY POINT	PAY LEVELS	GRADE	ROLE PROFILES			Hourly Rate
£170,472.40	P	14	Service LDR 6A	Functional LDR 6B	LEADERSHIP	£93.41
£165,669.62	I2					£90.78
£161,005.12	I1					£88.22
£154,258.84	E					£84.53
£143,007.69	P	13	Service LDR 5A	Functional LDR 5B	LEADERSHIP	£78.36
£138,995.22	I2					£76.16
£135,098.35	I1					£74.03
£129,461.77	E					£70.94
£127,637.24	P	12	Service LDR 4A	Functional LDR 4B	LEADERSHIP	£69.94
£124,066.79	I2					£67.98
£120,599.24	I1					£66.08
£115,583.76	E					£63.33
£115,583.76	ACZ		ACZ	ACZ	ACZ	£63.33
£112,359.98	P	11	Service LDR 3A	Business LDR 3B	Corporate LDR 3C	£61.57
£107,697.65	I2					£59.01
£103,234.79	I1					£56.57
£98,936.55	E					£54.21
£94,760.94	ACZ		ACZ	ACZ	ACZ	£51.92
£91,983.64	P	10	Service LDR 2A	Business LDR 2B	Corporate LDR 2C	£50.40
£87,997.50	I2					£48.22
£84,174.23	I1					£46.12
£79,347.68	E					£43.48
£75,931.32	ACZ		ACZ	ACZ	ACZ	£41.61
£73,680.71	P	9	Service LDR 1A	Business LDR 1B	Corporate LDR 1C	£40.37
£70,508.12	I2					£38.63
£67,444.24	I1					£36.96
£63,620.84	E					£34.86

PAY POINT	PAY LEVELS	GRADE	BS	CA	CAT	CFUS	CRM	CSE	IPI	PCS	PES	SEC	SRLP	TS	VEH	Hourly Rate
£60,855.29	ACZ		ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	£33.35
£59,092.75	P	8	BS5	CA7	CAT6	CFUS8	CRM6	CSE6	IPI6	PCS7	PES7	SEC6	SR7	TS7	VEH8	£32.38
£56,516.67	I2															£30.97
£54,103.33	I1															£29.65
£50,985.29	E															£27.94
£48,761.69	P	7	BS4	CA6	CAT5	CFUS7	CRM5	CSE 5A 5B 5C	IPI5	PCS6	PES6	SEC5	SR6	TS6	VEH7	£26.72
£46,673.69	I2															£25.57
£44,491.68	I1															£24.38
£42,053.49	E															£23.04
£40,497.04	P	6	BS 3A 3B	CA5	CAT4B	CFUS6	CRM 4A 4B	CSE 4A 4B	IPI4	PCS5	PES5A	SEC4	SR5	TS5	VEH6	£22.19
£38,940.18	I2															£21.34
£36,812.20	I1															£20.17
£34,877.18	E															£19.11
£33,574.79	P	5	BS 2B 2C	CA 4A 4B	CAT4A	CFUS 5A 5R	CRM 3C	CSE	IPI3	PCS4	PES 5B 4A	SEC4	SR4	TS4	VEH5	£18.40
£32,297.42	I2															£17.70
£30,959.43	I1															£16.96
£29,793.13	E															£16.33
£28,726.80	P	4	BS 2A	CA 3	CAT3	CFUS4	CRM 3A 3B	CSE 3B 2	IPI2	PCS3	PES 4B 3A	SEC3	SR3	TS3	VEH4	£15.74
£27,731.53	I															£15.20
£26,736.77	E															£14.65
£25,861.29	P	3	BS1	CA2	CAT2B	CFUS3	CRM2	CSE 3A 1	IPI1	PCS2	PES3B	SEC 3 2	SR2	TS2	VEH3	£14.17
£25,177.57	I															£13.80
£24,371.18	E															£13.35
£23,864.22	P	2			CAT2A	CFUS2					PES2		SR1	TS1		£13.08
£22,922.00	P	1		CA1	CAT1	CFUS1	CRM1			PCS1	PES1	SEC1				£12.56

Non Core payments

Points	Payment Level	2024 Value
3 to 5	A	£801
6 to 10	B	£1,279
11 to 15	C	£2,045
16 to 20	D	£3,272
21 to 25	E	£5,235
26 to 30	F	£8,372
31 and over	G	£10,285

Points	Payment Level	2024 Value
45 to 54	1	£700
55 to 63	2	£873
64 to 72	3	£1,100
73 to 79	4	£1,399
80 and over	5	£1,747

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)

Requirement	WAGE TYPE
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
Requirement to work 37 hours	1603
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
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
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
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; 1614 1615 1616 1617 <i>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.</i> <i>Where shift pattern includes weekends - account can be taken of either an additional 3 or 7 points (see requirement to work weekends above).</i>