

PAY POINT	PAY LEVELS	GRADE	ROLE PROFILES													Hourly Rate													
£170,472.40	P	14	Service LDR 6A	Functional LDR 6B	L E A D E R S H I P													£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	L E A D E R S H I P													£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	L E A D E R S H I P													£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	L E A D E R S H I P													£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	L E A D E R S H I P													£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	L E A D E R S H I P													£40.37										
£70,508.12	I2																		£38.63										
£67,444.24	I1																		£36.96										
£63,620.84	E																		£34.86										
£60,855.29	ACZ		BS	CA	CAT	CFUS	CRM	CSE	IP1	PCS	PES	SEC	SRP	TS	VEH	£33.35													
£59,092.75	P	8	BS5	CA7	CAT6	CFUS8	CRM6	CSE6	IP6	PCS7	PES7	SEC6	SR7	TS7	L E A D E R S H I P													£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	IP5	PCS6	PES6	SEC5	SR6	TS6	L E A D E R S H I P													£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	IP4	PCS5	PES5A	SR5	TS5	L E A D E R S H I P													£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 5B	CRM 3C	CSE	IP3	PCS4	PES 5B 4A	SEC4	SR4	TS4	VEH5	L E A D E R S H I P													£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	IP2	PCS3	PES 4B 3A	SR3	TS3	VEH4	L E A D E R S H I P													£15.74	
£27,731.53	I																											£15.20	
£26,736.77	E																											£14.65	
£25,861.29	P																											3	BS1
£25,177.57	I	£13.80																											
£24,371.18	E	£13.35																											
£23,864.22	P	2														£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)

	WAGE TYPE	POINTS VALUE
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 3 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	Up to 4 hours per week.	1607 5
hours out with the 06:00 - 20:00 hours period:	5 or more but less than 8 hours. 8 hours or more per week average.	1608 7 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).		