

New Reward Structure as at 1st April 2022

Senior Staff Pay Policy

| Current Grade | New NJC Spinal Point | NJC Pay April 2021 | New Structure |            |      |           |             |
|---------------|----------------------|--------------------|---------------|------------|------|-----------|-------------|
|               |                      |                    | New Grade     | Hay Points | Step | Total Pay | Hourly Rate |
| 1 / 2         | 1                    | £20,258            | A             | 0 to 113   |      |           |             |
|               | 2                    | £20,441            |               |            |      |           |             |
|               | 3                    | £20,812            |               |            |      |           |             |
|               | 4                    | £21,189            |               |            | A2   | £21,189   | £ 10.98     |
|               | 5                    | £21,575            |               |            | A3   | £21,968   | £ 11.39     |
|               | 6                    | £21,968            |               |            |      |           |             |
| 3             | 7                    | £22,369            | B             | 114 to 160 | B1   | £22,777   | £ 11.81     |
|               | 8                    | £22,777            |               |            | B2   | £23,620   | £ 12.24     |
|               | 9                    | £23,194            |               |            | B3   | £24,054   | £ 12.47     |
|               | 10                   | £23,620            |               |            |      |           |             |
|               | 11                   | £24,054            |               |            |      |           |             |
| 4             | 12                   | £24,496            | C             | 161 to 227 | C1   | £24,948   | £ 12.93     |
|               | 13                   | £24,948            |               |            | C2   | £25,878   | £ 13.41     |
|               | 14                   | £25,409            |               |            | C3   | £26,845   | £ 13.91     |
|               | 15                   | £25,878            |               |            |      |           |             |
|               | 16                   | £26,357            |               |            |      |           |             |
|               | 17                   | £26,845            |               |            |      |           |             |
| 5             | 18                   | £27,344            | D             | 228 to 268 | D1   | £27,852   | £ 14.44     |
|               | 19                   | £27,852            |               |            | D2   | £28,900   | £ 14.98     |
|               | 20                   | £28,371            |               |            | D3   | £29,439   | £ 15.26     |
|               | 21                   | £28,900            |               |            |      |           |             |
|               | 22                   | £29,439            |               |            |      |           |             |
| 6             | 23                   | £30,151            | E             | 269 to 313 | E1   | £31,099   | £ 16.12     |
|               | 24                   | £31,099            |               |            | E2   | £32,909   | £ 17.06     |
|               | 25                   | £32,020            |               |            | E3   | £33,820   | £ 17.53     |
|               | 26                   | £32,909            |               |            |      |           |             |
| 7             | 27                   | £33,820            | F             | 314 to 370 | F1   | £35,411   | £ 18.35     |
|               | 28                   | £34,723            |               |            | F2   | £37,261   | £ 19.31     |
|               | 29                   | £35,411            |               |            | F3   | £39,493   | £ 20.47     |
|               | 30                   | £36,298            |               |            |      |           |             |
|               | 31                   | £37,261            |               |            |      |           |             |
| 8             | 32                   | £38,296            | G             | 371 to 438 | G1   | £41,496   | £ 21.51     |
|               | 33                   | £39,493            |               |            | G2   | £43,516   | £ 22.56     |
|               | 34                   | £40,478            |               |            | G3   | £45,495   | £ 23.58     |
|               | 35                   | £41,496            |               |            |      |           |             |
| 9             | 36                   | £42,503            | H             | 439 to 518 | H1   | £48,587   | £ 25.18     |
|               | 37                   | £43,516            |               |            | H2   | £51,588   | £ 26.74     |
|               | 38                   | £44,539            |               |            | H3   | £53,589   | £ 27.78     |
|               | 39                   | £45,495            |               |            |      |           |             |
|               | 40                   | £46,549            |               |            |      |           |             |
|               | 41                   | £47,573            |               |            |      |           |             |
| 42            | £48,587              |                    |               |            |      |           |             |
| 10            | 43                   | £49,590            | I             | 519 to 613 | I1   | £55,614   | £ 28.83     |
|               | 44                   | £50,592            |               |            | I2   | £57,611   | £ 29.86     |
|               | 45                   | £51,588            |               |            | I3   | £59,601   | £ 30.89     |
|               | 46                   | £52,586            |               |            |      |           |             |
|               | 47                   | £53,589            |               |            |      |           |             |
| 11            | 48                   | £54,591            | J             | 614 to 734 | J1   | £62,615   | £ 32.45     |
|               | 49                   | £55,614            |               |            | J2   | £65,652   | £ 34.03     |
|               | 50                   | £56,605            |               |            | J3   | £67,651   | £ 35.07     |
|               | 51                   | £57,611            |               |            |      |           |             |
|               | 52                   | £58,598            |               |            |      |           |             |
|               | 53                   | £59,601            |               |            |      |           |             |
| 54            | £60,610              |                    |               |            |      |           |             |
| New           | 55                   | £61,619            |               |            |      |           |             |
|               | 56                   | £62,615            |               |            |      |           |             |
|               | 57                   | £63,632            |               |            |      |           |             |
|               | 58                   | £64,636            |               |            |      |           |             |
| 59            | £65,652              |                    |               |            |      |           |             |
| 60            | £66,653              |                    |               |            |      |           |             |
| 61            | £67,651              |                    |               |            |      |           |             |