

### Proposed Pay and Grading Structure (9.5.4.5)

SCP	£ Annual	Grade / Incremental point	
4	£12,145	GRADE 1	0
5	£12,312		1
6	£12,489		2
7	£12,787		3
8	£13,189	GRADE 2	4
9	£13,589		5
10	£13,874		6
11	£14,733		7
12	£15,039	GRADE 3	8
13	£15,444		9
14	£15,725		0
15	£16,054		1
16	£16,440	GRADE 4	2
17	£16,830		3
18	£17,161		4
19	£17,802		5
20	£18,453	GRADE 5	6
21	£19,126		7
22	£19,621		0
23	£20,198		1
24	£20,858	GRADE 6	2
25	£21,519		3
26	£22,221		4
27	£22,958		5
28	£23,708	GRADE 7	6
29	£24,646		7
30	£25,472		0
31	£26,276		1
32	£27,052	GRADE 8	2
33	£27,849		3
34	£28,636		4
35	£29,236		5
36	£30,011	GRADE 9	6
37	£30,851		7
38	£31,754		0
39	£32,800		1
40	£33,661	GRADE 10	2
41	£34,549		3
42	£35,430		4
43	£36,313		5
44	£37,206	GRADE 11	6
45	£38,042		7
46	£38,961		0
47	£39,855		1
48	£40,741	GRADE 12	2
49	£41,616		3
50	£42,489 **		4
51	£43,391 **		5
52	£44,302 **	GRADE 13	6
53	£45,105 **		7
			8
			9

Grade	JE Scores
G1	0 - 267
G2	268 - 364
G3	365 - 435
G4	436 - 487
G5	488 - 549
G6	550 - 602
G7	603 - 645
G8	646 - 694
G9	695 +

\* Structure Calculations based on 2.75% pay award 2008/09 and the 1% pay award agreed nationally for 2009/10.  
 \*\* SCP 50 - 53 Figures to be verified by Audit.