

ANNEX 1

Proposed Grading Structure based on 2018/19 pay scales

Grade	Point 1	Point 2	Point 3
1 / 2	£16,885	£17,683	£18,477
3	£18,500	£19,062	£19,624
4	£19,650	£20,296	£20,924
5	£21,141	£22,163	£23,175
6	£23,345	£24,475	£25,588
7	£28,110	£29,476	£30,868
8	£31,266	£32,821	£34,361
9	£35,033	£36,768	£38,523
10	£40,199	£42,193	£44,191
11	£45,085	£47,315	£49,561
SM1	£52,286	£54,905	£57,508
SM2	£63,546	£66,704	£69,890
SM3	£71,531	£75,121	£78,695
CO1	£79,893	£83,878	£87,863
CO2	£93,635	£98,309	£102,970
CE	£112,221	£117,831	£123,426

Apprentice Grades						
Level 2 and Level 3	Year 1 £6.00 per hour		Year 2 £6.50 per hour or the national minimum wage for their age whichever is the higher			
	Point 1	Point 2	Point 3	Point 4	Point 5	Point 6
Level 4 and above	£16,900	£17,259	£18,080	£18,925	£19,845	£20,924