

Appendix C - Pay Grade Structure below Head of Service

Note - national pay award still pending agreement for April 2020 and adjusted grade boundaries to be implemented from July 2020

[Further to Council's decision on 8 July 2020 under 'Budget Update', implementation of the pay review proposals concerning grade boundaries have been deferred by nine months to April 2021]

2019/20		Grade
SCP	£	
5	18795	GRADE 2
6	19171	
7	19554	GRADE 3
8	19945	
9	20344	
10	20751	
11	21166	
12	21589	GRADE 4
13	22021	
14	22462	
15	22911	
16	23369	
17	23836	
18	24313	Not used
19	24799	GRADE 5
20	25295	
21	25801	
22	26317	
23	26999	
24	27905	GRADE 6
25	28785	
26	29636	
27	30507	
28	31371	PO1
29	32029	
30	32878	
31	33799	
32	34788	
33	35934	PO2
34	36876	
35	37849	
36	38813	
37	39782	PO3
38	40760	
39	41675	
40	42683	
41	43662	
42	44632	PO4
43	45591	
44	46544	
45	47499	
46		Not used
47	49428	PO5
48	50393	
49	51354	
50	52325	
51	53282	
Outer Area Fringe Allowance - £609		

Not used at St Albans City & District

*hourly rate calculated by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week in the National Agreement 'Green Book')

2020/21 - to be implemented July			Grade
SCP	Hourly rate*	£	
5	£ 9.74	18795	GRADE 2
6	£ 9.94	19171	
7	£ 10.14	19554	GRADE 3
8	£ 10.34	19945	
9	£ 10.54	20344	
10	£ 10.76	20751	
11	£ 10.97	21166	
12	£ 11.19	21589	GRADE 4
13	£ 11.41	22021	
14	£ 11.64	22462	
15	£ 11.88	22911	
16	£ 12.11	23369	
17	£ 12.35	23836	
18	£ 12.60	24313	Not used
19	£ 12.85	24799	GRADE 5
20	£ 13.11	25295	
21	£ 13.37	25801	
22	£ 13.64	26317	
23	£ 13.99	26999	
24	£ 14.46	27905	Not used
25	£ 14.92	28785	Not used
26	£ 15.36	29636	Not used
27	£ 15.81	30507	GRADE 6
28	£ 16.26	31371	
29	£ 16.60	32029	
30	£ 17.04	32878	
31	£ 17.52	33799	
32	£ 18.03	34788	PO1
33	£ 18.63	35934	
34	£ 19.11	36876	
35	£ 19.62	37849	
36	£ 20.12	38813	PO2
37	£ 20.62	39782	
38	£ 21.13	40760	
39	£ 21.60	41675	
40	£ 22.12	42683	PO3
41	£ 22.63	43662	
42	£ 23.13	44632	
43	£ 23.63	45591	
44	£ 24.12	46544	PO4
45	£ 24.62	47499	
46	£ 25.12	48464	
47	£ 25.62	49428	
48	£ 26.12	50393	
49	£ 26.62	51354	Not used
50	£ 27.12	52325	Not used
51	£ 27.62	53282	Not used
52	£ 28.17	54348	PO5
53	£ 28.73	55435	
54	£ 29.31	56544	
55	£ 29.89	57675	
56	£ 30.49	58829	
57	£ 31.10	60006	DHoS
58	£ 31.72	61206	
59	£ 32.36	62430	
60	£ 33.01	63679	
61	£ 33.67	64953	
Outer Area Fringe Allowance - tbc			