

PAY POLICY

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Principles

Bradford Diocesan Academies Trust (BDAT) aspires to be an employer of choice who will always strive to pay its workforce fairly, equitably and competitively. The Trustees seek to ensure that all teaching and support staff are valued and receive proper recognition for their work and contribution to academy life.

Where pay rises are announced nationally for both teachers and support staff, the Trustees undertake to pass on pay rises where they are funded and affordable. There is no desire to migrate from national pay scales, however the Trustees reserve the right to consult on doing so in the future should the fiscal conditions necessitate such a move.

1. Introduction

The statutory pay arrangements for teachers give significant discretion to Trustees to set the pay in academies. Since September 2004, the School Teachers' Pay and Conditions Document (STPCD) has placed a statutory duty on Trusts to have a Pay Policy in place which sets out the basis on which they determine teachers' pay, and to establish procedures for determining appeals. Trusts are also recommended within their Pay Policy to stipulate their procedures for determining the pay of support staff. This should ensure fair and equitable treatment for all staff and minimise the prospect of appeals, disputes and legal challenge of pay decisions.

Academies, when taking pay decisions, must have regard to this Pay Policy. A copy of the staffing structure should be attached to the Pay Policy together with any plan for implementing change.

The Trust will ensure that teachers' pay is in accordance with the principles set out in the STPCD..

The pay for support staff is arranged in accordance with the principles set out in local government pay scales (determined nationally by the NJC) and the applicable conditions of service. The Trust has delegated powers to determine the pay of all associate staff (School Standards and Framework Act 1998).

1.1 Statement of Intent

This policy will be applied to the pay of all staff employed to work in the Trust, excluding any staff whose pay is not determined by the Trust such as Supply staff. The prime statutory duty of Local Governing Bodies, as set out in paragraph 21(2) of the Education Act 2002, is to "conduct the school with a view to promoting high standards of educational achievement at the school". This Pay Policy is intended to support that statutory duty.

1.2 General Provisions

The Pay Policy will comply with the provisions of The Equality Act 2010/12, The Employment Rights Act 1996, The Employment Relations Act 1999 and The Employment Act 2002, as well as The Part–





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Time Workers (Prevention of Less Favourable Treatment) Regulations 2000, The Employment Act 2008 and the relevant ACAS code of practice (regarding dispute resolution), The Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002, The Agency Workers Regulations 2010. The Trustees will promote equality in a manner consistent with its duty under Section 149 Equality Act 2010, particularly regarding all decisions on the advertising of posts, appointing, promoting and paying staff, training and staff development.

1.3 Consultation

The Trustees consult staff and trade unions on their Pay Policy and review it each year or when other changes occur to the document to ensure that it reflects the latest legal position. For teachers, the Pay Policy should comply with the current STPCD or, for support staff, National Joint Council for Local Government (NJC) and the accompanying statutory guidance, except as where specifically stated in contracts. The Pay Policy should be used in conjunction with both of these but in the event of any inadvertent contradictions the contract will take precedent. Each member of staff and each governor will be given access to a copy of the final Pay Policy and the academy staffing structure.

1.4 Budget

All statements relating to the exercising of discretions are statements of principle and their implementation is reliant on the availability of funding – both currently and in future years. However, the Local Governing Body will ensure that appropriate funding is allocated for pay progression for all eligible staff. Academies should incorporate an element of funding into their budget planning to reflect annual pay awards and increments.

2. Pay Policy

The Trust will pay teachers in accordance with this policy and will apply the guidance stated in the annual DfE STPCD and any local agreements, except as where specifically stated in contracts. Support staff will be paid using the NJC locally determined recommended pay scales for local authority staff and in accordance with their conditions of service, except as where specifically stated in contracts.

2.1 September 2019 Teacher Pay Award

Although the STPCD (since 2014) only prescribed pay ranges with minimum and maximum points, it continues to permit the adoption of fixed pay scale points as the basis for pay progression. The Secretary of State made proposals which the Trustees have implemented as follows:

- Unqualified/main scale teachers – 2.75%
- Upper pay scale teachers – 2.75%
- Leadership – 2.75%

All pay progression decisions should be made in relation to both this Pay Policy as well as the Appraisal Policy and should be evidence based.

2.2 Safeguarding Arrangements

The Trust will operate salary safeguarding arrangements in line with the provisions of the 2019 STPCD.

2.3 Salary Reviews (Teachers)

All School Teacher salaries (including the Leadership Group) will be reviewed annually to take effect from 1 September.

Salaries will be reviewed in accordance with the criteria detailed in the annual DfE STPCD. Any pay decisions relating to the pay assessment for 1 September each year should be made by 31 October at the latest, except in the case of Head Teachers/Principals/Head of Schools for whom the deadline is 31 December.

Pay Assessments may be carried out at other times where appropriate according to the terms of the STPCD (e.g. whenever a teacher takes up a new post on a date other than 1 September).

All teachers will be provided with a written statement of their salary determination at the earliest opportunity and no later than one month after the determination. They will receive this written statement regardless of whether or not an increment in pay is awarded. A model pay statement for Classroom Teachers is given as an appendix to this policy (appendix 1).

2.4 Salary Reviews (Support Staff)

Pay determinations for members of the support staff will be based on the recommended pay scales for Local Authority staff and in accordance with their conditions of service at the time, unless migration away from those scales has been agreed. Pay scales can be found in appendix 3 of this document.

3. Determining Pay on Appointment

The Local Governing Body will determine the pay range for any vacancy, including additional pay elements (e.g. recruitment or retention payments, out of academy hours learning, permanent support for other academies, initial teacher training) previously paid separately to basic pay, whether teacher, support staff or member of the leadership group, prior to such a vacancy being advertised and state this in the advert for the post. Only temporary additional payments will be paid separate to basic pay. On appointment it will determine the starting salary within that range to be offered to the successful candidate. The Local Governing Body, when making this determination, shall ensure that no teacher shall be awarded a salary that is less than the minimum or more than the maximum of the relevant pay range or ISR.

A part time member of staff will be paid pro-rata to full time staff in the same post.



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The Local Governing Body (LGB) will normally match the salary point of any teacher on joining the academy. Any exception to this must be clearly explained at the advertising stage.

In making such pay determinations, the Local Governing Body may take into account a range of factors, including:

- *The nature and responsibilities of the post*
- *The level of qualifications, skills and experience required*
- *The wider school context*

NB *These options are for guidance only, are not intended to provide an exhaustive list and may not apply to all appointments.*

3.1 Unqualified teachers

Will be paid on the appropriate pay range and the LGB shall ensure that no teacher shall be awarded a salary that is less than the minimum or more than the maximum of the relevant pay range or ISR (see appendix 2).

3.2 Main Scale Classroom teacher posts

The pay range to be used to determine pay on appointment is either the main pay range or upper pay range (see appendix 2).

3.3 Leading Practitioner teacher posts

Will be paid on the appropriate pay range (see appendix 2).

3.4 Leadership teacher posts (Central Team, Executive Principal, Head Teacher/Principal/Head of School, Deputy & Assistant Head Teachers)

The pay ranges for the Executive Principal, Head Teacher/Principal/Head of School, Deputy Head Teacher[s] and Assistant Head Teacher[s] will be determined in accordance with the criteria specified in the 2019 STPCD and ensuring fair pay relativities (see appendix 2). Any academy which may require further advice please contact your named HR Business Partner to discuss your requirements. Prior to determining appropriate pay ranges for members of the leadership group, the Governing Body may consider researching pay ranges in other schools of a similar size and nature.

Senior leadership pay and the role of Remuneration Committee

The Remuneration Committee will review the pay of Head teachers/Principals/Head of Schools/Executive Principals and, by exception, Deputy Head teachers/Vice Principals at the

November meeting of the Finance Committee so that pay awards are implemented in the Autumn Term. All pay increments will be backdated until September 1st.

Head teachers/Principals/Head of Schools/Executive Principals pay recommendations go to the BDAT Remuneration committee and must be made with the explicit consent of the BDAT Education Director, CEO and Local Governing Body. BDAT will confirm all Head teachers/Principals/Head of Schools/Executive Principals pay increments in writing to the Head and school business manager as soon as practicable after the decision of the Remuneration Committee.

4. Pay Progression

4.1 Pay Progression based on Performance

(The changes made to the 2014 Document mean any pay decisions made in September 2019 will need to be linked to assessments of performance. These assessments should be carried out in accordance with the agreed performance management and appraisal process).

All teachers can expect to receive regular, constructive, feedback on their performance and are subject to an annual appraisal that recognises their strengths, informs plans for their future development and helps enhance their professional practice. The arrangements for teacher appraisal are set out in the agreed Trust Appraisal Policy.

The evidence used to determine pay should be that used to inform the performance management/appraisal decisions. This can be obtained from a variety of sources including observations of practice, student progress data etc. Decisions regarding pay progression for teachers will be made with reference to the teachers' appraisal reports and the pay recommendations they contain. Decisions made in relation to the pay of NQTs will be made via the statutory induction process. Decisions made in relation to NQTs need to reflect the reasonable expectations placed on them with regards to performance as an NQT.

The possible outcomes regarding pay are:

- **The appraisal cycle has been judged to be unsuccessful – no increment is awarded** (*teacher has not demonstrated that they are competent in all the teacher standards and have not been judged as having a successful performance appraisal*)

*A **“no progression”** determination must not be made unless concerns about standards of performance have been raised in writing with the teacher during the annual appraisal cycle, and the concerns have not been sufficiently addressed through appropriate support provided by the academy.

- **The appraisal cycle has been judged to be successful – an increment is payable** (*teacher has demonstrated that they are competent in all the teacher standards and have been judged as having a successful performance appraisal*)
- **The appraisal cycle has been judged to be successful, with exceptional performance - an increment is payable and consideration may be given to awarding an additional increment** (*teacher has demonstrated that they are competent in all the teacher standards, have been judged as having a successful performance management, and performance has been exceptional*)

The assessments of performance will follow the performance management cycle as outlined in the agreed appraisal policy.

4.2 Review & Appeals

Any member of staff seeking a reconsideration of a pay decision should first seek to resolve the matter informally through discussion with the decision-maker within 10 working days of notification of the decision. Where this is not possible, or the matter is still unresolved, staff may follow the formal grievance process by setting out their concerns in writing to the decision-maker within 10 working days of the notification of the decision or the outcome of the informal discussion. The committee or person who made the decision should arrange a hearing within 10 working days to consider the staff member's grievances. He or she should be informed in writing of the decision and the right to appeal. The final appeal will be heard by the academy's Appeals committee. Hearings will follow the standard grievance procedure.

4.3 Teachers on the Main Pay Range

The pay committee will use a scale with a range of points. The points on the main pay range in this school can be found in appendix 2.

To move up the main pay range, teachers will have to be judged as having a successful performance appraisal. This includes competency in the Teachers' Standards and good progress towards set objectives. Where there has been exceptional performance during the appraisal period, the Governing Body will consider using its discretion and may award enhanced pay progression. However, where there have been performance related concerns raised with the teacher (in writing at the time), **and these have not been sufficiently addressed**, the appraisal will be judged as unsuccessful and no pay progression will be awarded. See guidance document for information regarding extenuating circumstances. Where an individual has been unable to achieve a successful appraisal cycle and the reasons for this are beyond the control of the member of staff, or there have been extenuating circumstances, the governing body has the discretion to award an increment if they so wish.

4.4 a) Teachers on the Upper Pay Range

The Trust will use points which can be found in appendix 2.

When making a determination regarding a teacher's progression through the upper pay range, account will be taken of paragraph 15 of the STPCD and the criteria set out in paragraphs 15.2 and 14.3 as well as reference to the teachers' appraisal report and the pay recommendation it contains.

4.4 b) Applications for the Upper Pay Range

Any teacher may apply to be paid on the Upper Pay Range and any such application will be assessed in line with this policy. It is the responsibility of the teacher to decide whether or not they wish to apply to be paid on the Upper Pay Range. Any teacher who is employed in more than one school may make an application to be paid on the Upper Pay Range to each of the academies in which he or she is employed. This academy will not be bound by any pay decision made by another academy.

It is recommended that Teachers will normally be considered for progression to the Upper Pay Range having reached the maximum point on the Main Pay Range. The Head Teacher will notify all teachers on Scale Points 5 and 6 of the Main Pay Range at the start of each school year that they may wish to apply for assessment.

All applications should include the results of reviews or appraisals under the 2012 or 2013 regulations, including any recommendation on pay. In the event that this information is not available, a statement and summary of evidence designed to demonstrate that the applicant has met the assessment criteria can be provided by the applicant instead.

Applications to be paid on the Upper Pay Range may be made once a year and must be made in writing, to the Head Teacher/Principal/Head of School, no later than 31st October in any year on the standard form provided in the academy.

4.5 Unqualified Teachers Pay Range

The pay range determined for unqualified teachers can be found in appendix 2.

In order to progress through the Unqualified Teachers pay range, the member of staff will have to show that they have made good progress towards their objectives. Judgements will be properly rooted in evidence. As unqualified teachers move up the scale, this evidence should show:

- an improvement in teaching skills
- an increasing impact on student progress
- an increasing impact on wider outcomes for children
- improvements in specific elements of practice identified to the teacher
- an increasing contribution to the work of the school

4.6 Leading Practitioners Pay Range

See appendix 2 for the pay range for Leading Practitioner posts paid on the Leading Practitioner pay range.

The pay committee will have regard to paragraph 16 of the STPCD when making a determination in relation to pay progression for a Leading Practitioner. As well as having made good progress with their objectives, a Leading Practitioner must also be able to demonstrate:

- that they are an exemplar of teaching skills, which should impact significantly on student progress, within school and the wider community, if relevant
- that they have made substantial impact on the effectiveness of staff and colleagues, including any specific elements of teaching practice that has been highlighted as in need of improvement
- that they are highly competent in all aspects of Teachers' Standards
- that they have shown strong leadership in developing, implementing and evaluating policies and practice in their workplace that have contributed to school improvement

The pay committee may consider enhanced pay progression for exceptional performance.

4.7 Leadership Group Pay

The Local Governing Body will apply a three stage process when setting the pay for new appointments below Headship level. (See Part 2 of the STPCD for more information on the three step process).

The Trust will apply a three stage process when setting the pay for new appointments at Headship level. (See Part 2 of the STPCD for more information on the three step process).

5. Discretionary Payments

5.1 Discretionary Payments (on appointment)

In making such pay determinations, the Local Governing Body may take into account a range of factors, including:

- *The nature and responsibilities of the post*
- *The level of qualifications, skills and experience required*
- *The wider school context*

NB *These options are for guidance only, are not intended to provide an exhaustive list and may not apply to all appointments.*



5.2 Discretionary Payments (current staff)

Existing; previously agreed; discretionary pay arrangements under the previous pay policy will continue until such time as there may be significant changes in responsibility. The Governing Body will review the level of payments annually.

5.3 Leading Practitioner

The Governing Body will take account of paragraph 16 of the STPCD when determining the five point pay range of a Leading Practitioner in this school. All Leading Practitioners will be assigned additional duties commensurate with the pay awarded.

Such posts may be established for teachers whose primary purpose is the modelling and leading improvement of teaching skills, where those duties fall outside of the criteria for the TLR payment structure.

Except for those employed on the pay range for leading practitioners, who may be required to carry out this duty, teachers undertaking school-based ITT activities do so on an entirely voluntary basis. Such activities might include supervising and observing teaching practice; giving feedback to students on their performance and acting as professional mentors; running seminars or tutorials on aspects of the course; and formally assessing students' competence.

5.4 Unqualified Teachers

The Governing Body will pay an unqualified teacher in accordance with paragraph 17 of the STPCD. A determination will be made as to where on the unqualified teacher range a newly appointed unqualified teacher will be placed on commencement with the school. The Governing body will also consider whether or not to award an additional allowance as set out in paragraph 22 of the STPCD.

5.5 Discretionary Payments to Existing Executive Principals, Head Teachers/Principals/Head of Schools and Other Members of the Leadership Team

Existing pay arrangements will continue until such time as there may be significant changes in responsibility for the Headteacher or other member of the leadership team. The Trust will review the level of payments annually.

5.6 Teaching and Learning Responsibility Payments (TLRs)

The Governing Body will award TLRs as indicated in the school staffing structure and in accordance with the relevant paragraphs of the STPCD. The Local Governing Body will consult staff and the relevant Trade Unions on any proposed changes to the TLR structure. Where the Local Governing Body wish to award a TLR for a specific project where it is not attached to a post in the structure and where it is for a fixed term period only, a TLR 3 will be awarded. The value of any such TLR 3 as per the relevant paragraphs of the STPCD.



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The Trust will determine what rate each level of TLR will be payable at within the range (see appendix 2), in accordance with STPCD 2019.

5.7 Special Needs Allowance

The Governing Body will award an SEN allowance in accordance with the range specified in the STPCD (see appendix 2) and where the criteria in paragraph 21.2 of the STPCD is met. Where a SEN allowance is to be paid, the Governing body will determine the spot value of the allowance in accordance with paragraph 21.3 of the STPCD.

5.8 Acting Allowances

Where a teacher is required to act as head teacher, deputy head teacher or assistant head teacher for a period of more than four working weeks, they will be paid at no less than the minimum point of the relevant range/ISR. In the case of those members of staff acting up into a post with a TLR for a period exceeding four working weeks they will receive the full amount of the TLR. Payments will be due from the day on which the teacher assumed those duties.

5.9 Sickness & Maternity Leave

The Local Governing Body can consider the extension of pay during periods of sickness or Maternity Leave. Very careful attention needs to be paid to any extension to avoid claims of discrimination.

5.10 Other Discretionary Payments

The Local Governing Body has the discretion to make payments to teachers for out of school hours learning activities, voluntary school based initial teacher training activities (which are not seen as part of the ordinary running of the school) and voluntary CPD outside of the school day. Where such payments are of a permanent nature, they will be incorporated into basic pay for new appointments. Existing arrangements will continue until such time as significant changes are made to the roles. Only Leading Practitioners and members of the leadership team can be required to deliver initial teacher training activities.

5.11 Honoraria

The Local Governing Body will not pay any honoraria to any member of the teaching staff. There is no provision within the 2019 STPCD for the payment of honoraria in any circumstances.





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Appendix 1 – Model Statement of a Teacher’s Salary

Name: _____
 School: _____
 Effective Date: _____

Position on pay scale awarded from 1 September 2019

Position on pay scale from 1 September 2019: _____

Value of point/s awarded: £ _____

***Allowances**

SEN allowance:

Value £ _____

Reason for Award (if discretionary):

Teaching and Learning Responsibility Payment

TLR 1 2 3 (*tick applicable*) Value £ _____

Nature of the significant responsibility for which it was awarded (complete, or attach a copy of the job description which includes this information)

If a TLR is awarded while the teacher occupies a different post in the temporary absence of a post-holder, the date or circumstances in which the TLR will come to an end

Please indicate the value of any payment(s) or benefit(s) which have been awarded, including the reasoning behind any award.



Payment <i>*Delete as applicable</i>	Reason for award	Value of payment or benefit
<i>* Residential duties (paragraph 25)</i>		
<i>* Additional payment (paragraph 26)</i>		
*Recruitment and retention incentives and benefits (paragraph 27) indicating: <ul style="list-style-type: none"> • whether a payment or other benefit has been awarded; • whether the payment or other benefit is for recruitment and/or retention purposes; • if a non-monetary benefit has been awarded, its notional value; and • when the award starts and ends. 		

***Safeguarding**

Safeguarded sum(s) *(include as applicable)*

Other safeguarding - *(type, nature and value of safeguarding)*

For former leadership group members who are moved to the classroom teachers' scale following internal re-organisation:

Reason for the determination _____

Date on which the determination implemented _____

Date on which the safeguarding period will end _____

Safeguarded sum _____ £

Guidance on safeguarding can be found in part 5 of the STPCD 2016.

The school's staffing structure and Pay Policy may be inspected at:

Total Salary: _____ £

Signed on behalf of the Governing Body: _____

Name in capitals: _____

Date: _____



Appendix 2 – Teacher’s Pay Rates

Main	1st Sept 2019 - 31st Aug 2020
	PA Salary
M1	24373
M2	26298
M3	28413
M4	30599
M5	33010
M6	35971

Unqualified	1st Sept 2019 - 31st Aug 2020
	PA Salary
1	17682
2	19739
3	21794
4	23851
5	25909
6	27965

UPS	1st Sept 2019 - 31st Aug 2020
	PA Salary
UPS 1	37654
UPS 2	39050
UPS 3	40490
Lead Practitioners	1st Sept 2019 - 31st Aug 2020
	PA Salary
1	41267
2	42301
3	43357
4	44436
5	45543
6	46685
7	47942
8	49048
9	50273
10	51564
11	52902#
12	54121
13	55474
14	56857
15	58272
16	59820
17	61195
18	62735

TLRs	1st Sept 2019 - 31st Aug 2020
	PA Salary
TLR 1 - Min	8069
TLR 1 - Max	13654
TLR 2 - Min	2796
TLR 2 - Max	6829
TLR 3 - Min	555
TLR 3 - Max	2757

Ranges for Headteachers

Group	Range of Spine Points	1st Sept 2018 - 31st Aug 2019	1st Sept 2019 - 31st Aug 2020
		PA Salary	PA Salary
1	L6 - L18	45,213 - 60,153	46,457 - 61,808
2	L8 - L21	47,501 - 64,736	48,808 - 66,517
3	L11 - L24	51,234 - 69,673	52,643 - 71,590
4	L14 - L27	55,064 - 74,985	56,579 - 77,048
5	L18 - L31	60,755 - 82,701	62,426 - 84,976
6	L21 - L35	65,384 - 91,223	67,183 - 93,732
7	L24 - L39	70,370 - 100,568	72,306 - 103,334
8	L28 - L43	77,613 - 111,007	79,748 - 114,060
		SEN	1st Sept 2019 - 31st Aug 2020
		Min	2209
		Max	4359

Appendix 2 – Teacher’s Pay Rates continued

Leadership	1st Sept 2019 - 31st Aug 2020
	PA Salary
L1	41065
L2	42093
L3	43144
L4	44218
L5	45319
L6	46457
L7	47707
L8	48808
L9	50026
L10	51311
L11	52643
L12	53856
L13	55202
L14	56579
L15	57986
L16	59528
L17	60895
L18	62426
L19	63975
L20	65561
L21	67183
L22	68851

Leadership	1st Sept 2019 - 31st Aug 2020
	PA Salary
L23	70556
L24	72306
L25	74103
L26	75936
L27	77818
L28	79748
L29	81723
L30	83757
L31	85826
L32	87960
L33	90145
L34	92373
L35	94669
L36	97013
L37	99424
L38	101885
L39	104368
L40	106972
L41	109644
L42	112392
L43	114060

Appendix 3 – Support Staff Pay Rates (Spinal Column Points)

SCP	1st Apr 2018 - 31st Mar 2019		SCP	1st Apr 2019 - 31st Mar 2020		old SCP
	PA Salary	£/Hr		PA Salary	£/Hr	
SCP 6	16394	8.50	1	17364	9.00	6/7
SCP 7	16495	8.55		17364	9.00	
SCP 8	16626	8.62	2	17711	9.18	8/9
SCP 9	16755	8.68		17711	9.18	
SCP 10	16863	8.74	3	18065	9.36	10/11
SCP 11	17007	8.82		18065	9.36	
SCP 12	17173	8.90	4	18426	9.55	12/13
SCP 13	17391	9.01		18426	9.55	
SCP 14	17681	9.16	5	18795	9.74	14/15
SCP 15	17972	9.32		18795	9.74	
SCP 16	18319	9.50	6	19171	9.94	16/17
SCP 17	18672	9.68		19171	9.94	
SCP 18	18870	9.78	7	19554	10.14	18
SCP 19	19446	10.08	8	19945	10.34	19
SCP 20	19819	10.27	9	20344	10.54	20
			10	20751	10.76	
SCP 21	20541	10.65	11	21166	10.97	21
SCP 22	21074	10.92	12	21589	11.19	22
			13	22021	11.41	
SCP 23	21693	11.24	14	22462	11.64	23
SCP 24	22401	11.61	15	22911	11.88	24
			16	23369	12.11	
SCP 25	23111	11.98	17	23836	12.35	25
			18	24313	12.60	
SCP 26	23866	12.37	19	24799	12.85	26
SCP 27	24657	12.78	20	25295	13.11	27
			21	25801	13.37	
SCP 28	25463	13.2	22	26317	13.64	28
SCP 29	26470	13.72	23	26999	13.99	29
SCP 30	27358	14.18	24	27905	14.46	30
SCP 31	28221	14.63	25	28785	14.92	31
SCP 32	29055	15.06	26	29636	15.36	32
SCP 33	29909	15.50	27	30507	15.81	33
SCP 34	30756	15.94	28	31371	16.26	34
SCP 35	31401	16.28	29	32029	16.60	35
SCP 36	32233	16.71	30	32878	17.04	36

SCP 37	33136	17.18	31	33799	17.52	37
SCP 38	34106	17.68	32	34788	18.03	38
SCP 39	35229	18.26	33	35934	18.63	39
SCP 40	36153	18.74	34	36876	19.11	40
SCP 41	37107	19.23	35	37849	19.62	41
SCP 42	38052	19.72	36	38813	20.12	42
SCP 43	39002	20.22	37	39782	20.62	43
SCP 44	39961	20.71	38	40760	21.13	44
SCP 45	40858	21.18	39	41675	21.60	45
SCP 46	41846	21.69	40	42683	22.12	46
SCP 47	42806	22.19	41	43662	22.63	47
SCP 48	43757	22.68	42	44632	23.13	48
SCP 49	44697	23.17	43	45591	23.63	49

Appendix 4 – Special Grades (Former APT&C Grades)

Locally Agreed Grades for staff above the level of Principal Officer Range

Effective from 1 April 2018

Special Rates

	1st Apr 2018 - 31st Mar 2019	1st Apr 2019 - 31st Mar 2020		1st Apr 2018 - 31st Mar 2019	1st Apr 2019 - 31st Mar 2020
Special Grade A	43753	44628	Special Grade D	53682	54756
	45572	46483		55967	57087
	45617	46529		58363	59531
	46443	47371		60537	61748
	47283	48229		63611	64883
Special Grade B	46567	47498	Special Grade E	66820	68157
	47388	48336		66248	67573
	48233	49197		68532	69902
	49074	50056		70816	72232
	49904	50902		73101	74563
Special Grade C	49284	50270			
	50122	51124			
	50971	51991			
	51735	52770			
	52632	53685			