

SALARY SCALE from 1st APRIL 2020

Salary Band	Salary Range (minimum and maximum)*	Hourly Rate	Annual leave Days	Annual leave After 5 Years' Service Days	Casual rate per hour (includes holiday pay)
1 (Foundation Living Wage)	£17,942	£9.30	22	27	£10.42
2	£19,287 £20,293	£10.00 £10.52	22	27	
3	£20,362 £23,298	£10.55 £12.08	22	27	
4	£23,324 £27,409	£12.09 £14.21	24	27	
5	£28,143 £30,741	£14.59 £15.93	24	27	
6	£31,272 £33,879	£16.21 £17.56	25	28	
7	£34,399 £37,271	£17.83 £19.32	25	28	
8	£37,533 £40,655	£19.45 £21.07	25	28	
9	£40,792 £43,200	£21.14 £22.39	25	28	
10	£43,309 £46,801	£22.45 £24.26	27	30	
11	£46,957 £50,224	£24.34 £26.03	30	30	
12	£50,270 £52,791	£26.06 £27.36	30	30	
13	£53,297 £57,655	£27.63 £29.88	30	30	
14	£57,746 £63,908	£29.93 £33.13	30	30	
15	£63,960	£33.15	30	30	
(new band)	£70,837	£36.72	30	30	
16	£79,464	£41.19	30	30	
(old band 15)	£93,157	£48.29			
17	£110,009	£57.02	30	30	
(old band 16)	£120,653	£62.54			

***Notes**

Salary on appointment will be at the minimum of the grade

Progression within the salary range is based on an annual Performance Assessment (performance related pay)

Performance related pay awarded to employees at the maximum of the salary range will be a non-consolidated payment

APPRENTICESHIP PAY RATES

Apprenticeship Level	1st year annual salary*	1st year hourly rate
Level 2 - Equivalent to 5 GCSE passes	£10,250	£5.31
Level 3 - Equivalent to A'Levels	£13,688	£7.09
Level 4/5 - Equivalent to foundation degree/first year undergraduate degree	£15,123	£7.84
Level 5/6 - Equivalent to full degree	£16,586	£8.60

***Notes**

Apprentices in the 2nd or 3rd year of their apprenticeship will be paid either the EBC Apprenticeship pay rate or the Statutory

Minimum wage (as per table below) for their age - whichever is higher.

Statutory Minimum Wage

Year	25 and over	21 to 24	Under 18	Apprentice 1 st Year
Apr-19	£8.21	£7.70	£4.35	£3.90