



PAY SCALES

Band A (Enhanced)

	Steps	2017/18	2018/19	2019/20
Max	40	66688	67688	68703
	39	66239	67233	68241
	38	65793	66780	67782
	37	65345	66325	67320
	36	64898	65871	66860
	35	64451	65418	66400
	34	64004	64964	65938
	33	63557	64510	65478
	32	63110	64057	65017
	31	62662	63602	64556
	30	62215	63148	64096
	29	61769	62696	63636
	28	61321	62241	63174
T.Max	27	60875	61788	62715
	26	60426	61332	62252
	25	59980	60880	61793
	24	59533	60426	61332
	23	59086	59972	60872
	22	58639	59519	60412
	21	58192	59065	59951
	20	57744	58610	59489
	19	57298	58157	59030
	18	56851	57704	58569
	17	56403	57249	58108
	16	55957	56796	57648
	15	55508	56341	57186
T.Min	14	55062	55888	56726
	13	54615	55434	56266
	12	54168	54981	55806
	11	53721	54527	55345
	10	53274	54073	54884
	9	52826	53618	54422
	8	52380	53166	53963
	7	51932	52711	53502
	6	51486	52258	53042
	5	51038	51804	52581
	4	50592	51351	52121
	3	50144	50896	51660
	2	49696	50441	51198
Min	1	49250	49989	50738

Range for Band A	
28-40	Performance Range
14-27	Target Range
1-13	Developing Range

Band A (Standard)

	Steps	2017/18	2018/19	2019/20
Max	40	57989	58859	59742
	39	57599	58463	59340
	38	57210	58068	58939
	37	56821	57673	58539
	36	56432	57278	58137
	35	56044	56885	57738
	34	55655	56490	57337
	33	55266	56095	56937
	32	54877	55700	56536
	31	54488	55305	56135
	30	54100	54912	55735
	29	53711	54517	55334
	28	53322	54122	54934
T.Max	27	52932	53726	54532
	26	52545	53333	54133
	25	52155	52937	53731
	24	51767	52544	53332
	23	51378	52149	52931
	22	50989	51754	52530
	21	50601	51360	52130
	20	50211	50964	51729
	19	49823	50570	51329
	18	49434	50175	50928
	17	49045	49781	50527
	16	48656	49386	50126
	15	48267	48991	49726
T.Min	14	47878	48596	49325
	13	47490	48202	48925
	12	47100	47807	48524
	11	46712	47413	48124
	10	46323	47018	47723
	9	45934	46623	47322
	8	45545	46228	46922
	7	45156	45833	46521
	6	44768	45440	46122
	5	44379	45045	45721
	4	43990	44650	45319
	3	43600	44254	44918
	2	43214	43862	44520
Min	1	42824	43466	44118

Range for Band A	
28-40	Performance Range
14-27	Target Range
1-13	Developing Range

Band B (Enhanced)

	Steps	2017/18	2018/19	2019/20
Max	33	50515	51273	52042
	32	50174	50927	51691
	31	49837	50585	51344
	30	49499	50241	50995
	29	49161	49898	50646
	28	48822	49554	50297
	27	48484	49211	49949
	26	48144	48866	49599
	25	47807	48524	49252
	24	47467	48179	48902
	23	47131	47838	48556
T.Max	22	46790	47492	48205
	21	46452	47149	47856
	20	46114	46806	47508
	19	45777	46464	47161
	18	45437	46119	46811
	17	45099	45775	46462
	16	44760	45431	46112
	15	44422	45088	45765
	14	44083	44744	45415
	13	43747	44403	45069
T.Min	12	43406	44057	44718
	11	43069	43715	44371
	10	42730	43371	44022
	9	42392	43028	43674
	8	42053	42684	43325
	7	41715	42341	42976
	6	41377	41998	42628
	5	41038	41654	42278
	4	40699	41309	41929
	3	40362	40967	41582
	2	40022	40622	41231
Min	1	39685	40280	40884

Range for Band B	
23-33	Performance Range
12-22	Target Range
1-11	Developing Range

Band B (Standard)

	Steps	2017/18	2018/19	2019/20
Max	33	43924	44583	45252
	32	43631	44285	44950
	31	43336	43986	44646
	30	43041	43687	44342
	29	42747	43388	44039
	28	42451	43088	43734
	27	42156	42788	43430
	26	41863	42491	43128
	25	41567	42191	42823
	24	41273	41892	42520
	23	40979	41594	42218
T.Max	22	40683	41293	41913
	21	40388	40994	41609
	20	40095	40696	41307
	19	39799	40396	41002
	18	39504	40097	40698
	17	39209	39797	40394
	16	38915	39499	40091
	15	38621	39200	39788
	14	38326	38901	39484
	13	38031	38601	39180
T.Min	12	37736	38302	38877
	11	37441	38003	38573
	10	37147	37704	38270
	9	36852	37405	37966
	8	36558	37106	37663
	7	36263	36807	37359
	6	35968	36508	37056
	5	35674	36209	36752
	4	35379	35910	36448
	3	35083	35609	36143
	2	34789	35311	35841
Min	1	34494	35011	35536

Range for Band B	
23-33	Performance Range
12-22	Target Range
1-11	Developing Range

Band C (Enhanced)

	Steps	2017/18	2018/19	2019/20
Max	28	37857	38425	39002
	27	37605	38169	38742
	26	37351	37911	38480
	25	37097	37653	38218
	24	36843	37396	37957
	23	36591	37140	37697
	22	36337	36882	37435
	21	36085	36626	37176
	20	35833	36370	36916
	19	35578	36112	36654
T.Max	18	35325	35855	36393
	17	35071	35597	36131
	16	34819	35341	35871
	15	34565	35083	35610
	14	34313	34828	35350
	13	34059	34570	35089
	12	33806	34313	34828
	11	33552	34055	34566
T.Min	10	33299	33798	34305
	9	33045	33541	34044
	8	32793	33285	33784
	7	32539	33027	33522
	6	32286	32770	33262
	5	32032	32512	33000
	4	31780	32257	32741
	3	31527	32000	32480
	2	31273	31742	32219
Min	1	31020	31485	31957

Range for Band C	
19-28	Performance Range
10-18	Target Range
1-9	Developing Range

Band C (Standard)

	Steps	2017/18	2018/19	2019/20
Max	28	32919	33413	33914
	27	32698	33188	33686
	26	32478	32965	33460
	25	32258	32742	33233
	24	32036	32517	33005
	23	31815	32292	32777
	22	31594	32068	32549
	21	31374	31845	32323
	20	31153	31620	32095
	19	30933	31397	31868
T.Max	18	30712	31173	31641
	17	30491	30948	31413
	16	30270	30724	31185
	15	30050	30501	30958
	14	29829	30276	30730
	13	29608	30052	30503
	12	29387	29828	30276
	11	29167	29605	30049
T.Min	10	28945	29379	29820
	9	28725	29156	29593
	8	28504	28932	29366
	7	28284	28708	29138
	6	28063	28484	28911
	5	27842	28260	28684
	4	27621	28035	28456
	3	27401	27812	28229
	2	27180	27588	28002
Min	1	26958	27362	27773

Range for Band C	
19-28	Performance Range
10-18	Target Range
1-9	Developing Range

Band D (Enhanced)

		2017/18	2018/19	2019/20	
Entry Point	Min	26,675	n/a	n/a	
Confirmation Point	Step 1	27,415	27,826	28,244	
Target Rate	Step 2	28,157	28,579	29,008	<i>Subject to receiving a Green, Silver or Gold rating</i>
Performance Point 1	Step 3	28,897	29,330	29,770	<i>Subject to receiving a Green or Silver rating</i>
Performance Point 2	Max	29,639	30,084	30,535	<i>Subject to receiving a Gold rating</i>

Target Rate + Green or Silver Rating = Performance Point 1

Target Rate + Gold Rating = Performance Point 2

Red/Amber Ratings = no movement at points up to and inc. target, above which reduction to target rate

Band D (Standard)

		2017/18	2018/19	2019/20	
Entry Point	Min	23,196	n/a	n/a	
Confirmation Point	Step 1	23,840	24,198	24,561	
Target Rate	Step 2	24,485	24,852	25,225	<i>Subject to receiving a Green, Silver or Gold rating</i>
Performance Point 1	Step 3	25,128	25,505	25,888	<i>Subject to receiving a Green or Silver rating</i>
Performance Point 2	Max	25,772	26,159	26,551	<i>Subject to receiving a Gold rating</i>

Target Rate + Green or Silver Rating = Performance Point 1

Target Rate + Gold Rating = Performance Point 2

Red/Amber Ratings = no movement at points up to and inc. target, above which reduction to target rate

Band D (Commercial)

		2017/18	2018/19	2019/20	
Entry Point	Min	19,715	n/a	n/a	
Confirmation Point	Step 1	20,263	20,567	20,875	
Target Rate	Step 2	20,812	21,124	21,441	<i>Subject to receiving a Green, Silver or Gold rating</i>
Performance Point 1	Step 3	21,359	21,679	22,004	<i>Subject to receiving a Green or Silver rating</i>
Performance Point 2	Max	21,907	22,236	22,569	<i>Subject to receiving a Gold rating</i>

Target Rate + Green or Silver Rating = Performance Point 1

Target Rate + Gold Rating = Performance Point 2

Red/Amber Ratings = no movement at points up to and inc. target, above which reduction to target rate

Band E (Standard)

		2017/18	2018/19	2019/20	
Entry Point	Min	19,413	n/a	n/a	
Confirmation Point	Step 1	19,952	20,251	n/a	
Target Rate	Step 2	20,492	20,799	21,111	<i>Subject to receiving a Green, Silver or Gold rating</i>
Performance Point 1	Step 3	21,031	21,346	21,666	<i>Subject to receiving a Green or Silver rating</i>
Performance Point 2	Max	21,571	21,895	22,223	<i>Subject to receiving a Gold rating</i>

Target Rate + Green or Silver Rating = Performance Point 1

Target Rate + Gold Rating = Performance Point 2

Red/Amber Ratings = no movement at points up to and inc. target, above which reduction to target rate

BAND TS1

Chief Technician

	Steps	2017/18	2018/19	2019/20
Max	28	38657	39237	39826
	27	38405	38981	39566
	26	38150	38722	39303
	25	37897	38465	39042
	24	37643	38208	38781
	23	37391	37952	38521
	22	37137	37694	38259
	21	36883	37436	37998
	20	36629	37178	37736
	19	36376	36922	37476
T.Max	18	36122	36664	37214
	17	35859	36397	36943
	16	35594	36128	36670
	15	35331	35861	36399
	14	35066	35592	36126
	13	34802	35324	35854
	12	34538	35056	35582
	11	34275	34789	35311
T.Min	10	34011	34521	35039
	9	33735	34241	34755
	8	33466	33968	34477
	7	33197	33695	34200
	6	32928	33422	33923
	5	32659	33149	33646
	4	32390	32876	33369
	3	32119	32601	33090
	2	31851	32329	32814
Min	1	31581	32055	32536

Range for Band TS2	
19-28	Performance Range
10-18	Target Range
1-9	Developing Range

Band TS2

Senior Technician

	Steps	2017/18	2018/19	2019/20
Max	31	34011	34521	35039
	30	33694	34199	34712
	29	33483	33985	34495
	28	33271	33770	34276
	27	33059	33555	34058
	26	32847	33340	33840
	25	32636	33126	33623
	24	32425	32911	33405
	23	32214	32697	33187
	22	32003	32483	32971
	21	31792	32269	32753
T.Max	20	31581	32055	32536
	19	31370	31841	32319
	18	31158	31625	32099
	17	30947	31411	31882
	16	30736	31197	31665
	15	30525	30983	31448
	14	30314	30769	31230
	13	30103	30555	31013
T.Min	12	29892	30340	30795
	11	29691	30136	30588
	10	29489	29931	30380
	9	29287	29726	30172
	8	29085	29521	29964
	7	28883	29316	29756
	6	28682	29112	29549
	5	28480	28907	29341
	4	28279	28703	29134
	3	28077	28498	28926
	2	27875	28293	28717
Min	1	27673	28088	28509

Range for Band TS2	
21-31	Performance Range
12-20	Target Range
1-11	Developing Range

Band TS3

Technician

		2017/18	2018/19	2019/20	
Entry Point	Min	27,198	n/a	n/a	
Confirmation Point	Step 1	27,938	28,357	28,782	
Target Rate	Step 2	28,687	29,117	29,554	<i>Subject to receiving a Green, Silver or Gold rating</i>
Performance Point 1	Step 3	29,427	29,868	30,316	<i>Subject to receiving a Green or Silver rating</i>
Performance Point 2	Max	30,103	30,555	31,013	<i>Subject to receiving a Gold rating</i>

Target Rate + Green or Silver Rating = Performance Point 1

Target Rate + Gold Rating = Performance Point 2

Red/Amber Ratings = no movement at points up to and inc. target, above which reduction to target rate