**APPENDIX 1C**

**PAY STRUCTURE FOR STAFF UP TO AND INCLUDING PO6**

**Rates of Pay applicable from 1 April 2025**

|  |  |  |  |  |  |
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| **GRADE** | **SCP** | **1 April 2024** | | **1 April 2025 - TBC** | |
| **per annum** | **per hour** | **per annum** | **per hour** |
| **GRADE 2** | **5** | £24,790 | £12.85 |  |  |
| **6** | £25,183 | £13.05 |  |  |
| **GRADE 3** | **7** | £25,584 | £13.26 |  |  |
| **8** | £25,992 | £13.47 |  |  |
| **9** | £26,409 | £13.69 |  |  |
| **10** | £26,835 | £13.91 |  |  |
| **11** | £27,269 | £14.13 |  |  |
| **GRADE 4** | **12** | £27,711 | £14.36 |  |  |
| **13** | £28,163 | £14.60 |  |  |
| **14** | £28,624 | £14.84 |  |  |
| **15** | £29,093 | £15.08 |  |  |
| **16** | £29,572 | £15.33 |  |  |
| **17** | £30,060 | £15.58 |  |  |
|  | **18** | Not used | | | |
| **GRADE 5** | **19** | £31,067 | £16.10 |  |  |
| **20** | £31,586 | £16.37 |  |  |
| **21** | £32,115 | £16.65 |  |  |
| **22** | £32,654 | £16.93 |  |  |
| **23** | £33,366 | £17.29 |  |  |
|  | **24** | Not used | | | |
|  | **25** | Not used | | | |
|  | **26** | Not used | | | |
| **GRADE 6** | **27** | £37,035 | £19.20 |  |  |
| **28** | £37,938 | £19.66 |  |  |
| **29** | £38,626 | £20.02 |  |  |
| **30** | £39,513 | £20.48 |  |  |
| **31** | £40,476 | £20.98 |  |  |
| **PO1** | **31** | £40,476 | £20.98 |  |  |
| **32** | £41,511 | £21.52 |  |  |
| **33** | £42,708 | £22.14 |  |  |
| **34** | £43,693 | £22.65 |  |  |
| **35** | £44,711 | £23.17 |  |  |
| **PO2** | **35** | £44,711 | £23.17 |  |  |
| **36** | £45,718 | £23.70 |  |  |
| **37** | £46,731 | £24.22 |  |  |
| **38** | £47,754 | £24.75 |  |  |
| **39** | £48,710 | £25.25 |  |  |
| **PO3** | **39** | £48,710 | £25.25 |  |  |
| **40** | £49,764 | £25.79 |  |  |
| **41** | £50,788 | £26.32 |  |  |
| **42** | £51,802 | £26.85 |  |  |
| **43** | £52,805 | £27.37 |  |  |

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| **PO4** | **44** | £53,863 | £27.92 |  |  |
| **45** | £54,922 | £28.47 |  |  |
| **46** | £55,652 | £28.85 |  |  |
| **47** | £57,073 | £29.58 |  |  |
| **48** | £58,147 | £30.14 |  |  |
|  | **49** | Not used | | | |
|  | **50** | Not used | | | |
|  | **51** | Not used | | | |
| **PO5** | **52** | £62,550 | £32.42 |  |  |
| **53** | £63,760 | £33.05 |  |  |
| **54** | £64,994 | £33.69 |  |  |
| **55** | £66,253 | £34.34 |  |  |
| **56** | £67,538 | £35.01 |  |  |
| **PO6** | **57** | £68,848 | £35.69 |  |  |
| **58** | £70,185 | £36.38 |  |  |
| **59** | £71,547 | £37.09 |  |  |
| **60** | £72,937 | £37.81 |  |  |
| **61** | £74,355 | £38.54 |  |  |
|  |  |  |  |  |  |
| **Allowance** | | **1 April 2024** | **1 April 2025** |
| **Outer Area Fringe Allowance** | | £706 | TBC |

Note: 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)