




Torridon
Primary School

Pay Policy

Adopted and signed on behalf of the school by the Governing Body Representative at the meeting on:	23 rd January 2025
Name of the Governing Body Representative:	Levin Wheller
Signature of the Governing Body Representative:	
Date signed:	23 rd January 2025
Last reviewed:	Full Governing Body Meeting – Spring Term 2025
Next review due by:	January 2026

Introduction

This policy sets out the framework for making pay decisions for all employees of this School. It has been developed to comply with current legislation and the requirements of the School Teachers' Pay and Conditions Document (STPCD) and the Green Book and Local Authority pay spine (for support staff).

This policy does not form part of the terms and conditions of employees' employment with the School and is not intended to have contractual effect. The School reserves the right to amend or vary this policy at any time and will inform employees when the policy is updated.

The primary aims of this policy are to:

- support the recruitment and retention of a high-quality workforce;
- enable the School to recognise and reward employees appropriately for their contribution to the School; and
- ensure that decisions on pay are managed in a fair and transparent way.

Pay decisions are made by the Governing Body. The Governing Body has authorised the Pay Committee to administer this policy in line with the Committee's terms of reference set out at Appendix B.

In line with STPCD 2020, a 5.5% uplift has been awarded to the minimum of the main pay range. The remaining main pay range and the minima and maxima of all other pay ranges for teachers and school leaders are uplifted between 2.75% and 4.95%. In addition, a 2.75% uplift has been applied to the minima and maxima of the TLR payments and SEN allowance ranges. This policy reflects those new ranges and although STPCD 2020 does not specify pay points within the minima and maxima, this school has determined to also uplift those mid points by the appropriate percentage increase.

Confidentiality

Any person employed to work at the school, other than the headteacher, must withdraw from a meeting at which the pay of any other employee of the school is under consideration. Those involved in the pay process will treat all information regarding the pay of individual employees, whether verbal or written, as strictly confidential and must not communicate to anyone who is not directly involved in the process. Breach of confidentiality may be treated as a disciplinary matter.

Equal Opportunities

This policy will be applied fairly and consistently to all employees regardless of sex, gender reassignment, race, religion or belief, ethnicity, national origin, age, marital status or civil partnership, disability, sexual orientation, pregnancy or maternity, part-time or fixed-term status. The governing body will comply with relevant equalities legislation.

Review and Monitoring

The School will review this policy on an annual basis and will monitor outcomes in order to assess the effectiveness of this policy in rewarding good performance and to ensure the School's continued compliance with equalities legislation.

Teachers' Pay: Initial Determination

The School will determine the likely pay range for a vacancy prior to advertising it. On appointment it will determine the starting salary within that range to be offered to the successful candidate. In making such determinations, the School may consider a range of factors, including but not limited to:

- the nature of the post;
- the level of qualifications, skills and experience required;
- the pay of current employees doing the same or a similar job; and
- market conditions and the wider School context.

There is no expectation that an employee should be paid the same salary that they received in a different school or academy.

1. Unqualified Teachers

The School will pay an unqualified teacher on one of the employment-based routes into teaching on the unqualified teachers' pay scale. The School may pay an additional unqualified teachers' allowance if it considers that the basic salary is not adequate, having regard to the unqualified teacher's responsibilities, qualifications and experience. Such an allowance may be awarded where the teacher has:

- a. Taken on a sustained additional responsibility which is:
 - a. focused on teaching and learning; and
 - b. requires the exercise of a teacher's professional skills and judgement; or
- b. Qualifications or experience which bring added value to the role undertaken.

The minima and subsequent pay points of the unqualified teachers' pay scale have been

uplifted to take this into account. This will be awarded separate to any pay progression considerations. Any part-time teacher whose full-time equivalent basic earnings meet the eligibility criteria shall receive the award on a pro-rata basis according to their contracted hours.

2. Leadership Pay

The Headteacher and any Deputy Headteachers and Assistant Headteachers in the School will each be assigned a pay scale which falls within the Leadership Group Pay Range determined by the Governing Board with reference to the ranges set out in the current STPCD. The Governing Board reserves the right to take into account not only pupil numbers but also other relevant factors. The Leadership Group Pay Range will be reviewed when a new Headteacher is appointed. The Headteacher's pay scale will be set by the Governing Body in accordance with the guidance in the STPCD. The pay committee will use seven reference points within the pay range for performance related pay progression. The pay scales for Deputy and Assistant Headteachers will be set by the Governing Body after considering the provisions of the STPCD and the Headteachers pay scale.

All members of the Leadership Group must demonstrate sustained high quality of performance with particular regard to leadership, management and pupil progress at the School. There will be no automatic pay progression for teachers in the Leadership Group: progression (if any) up the pay scale will depend on performance in relation to agreed objectives.

Teachers on the Leadership Group Pay Range are not subject to the provisions of the STPCD regarding directed time and may be required to work for more than 195 days and 1265 hours per year in order to fulfil the responsibilities of their position.

Teachers employed on a day-to-day or other short notice basis will be paid based on a reference salary on the Main Pay Range in the STPCD. Pay will be calculated on a daily basis using the assumption that a full working year consists of 195 days (194 days for the academic year 2021-2022), and periods of employment for less than a day will be calculated on a pro-rata basis.

3. Teaching and Learning Responsibility Payments (TLRs)

Teaching and Learning Responsibility payments (TLRs) will be awarded to posts identified in the School's staffing structure (located at Appendix C) in accordance with the STPCD.

In order to qualify for a TLR payment the teacher's duties must include a significant responsibility that is not required of all classroom teachers which:

- a. is focused on teaching and learning;
- b. requires the exercise of a teacher's professional skills and judgement;
- c. requires the teacher to lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum;
- d. has an impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils; and
- e. involves leading, developing, and enhancing the teaching practice of other staff.

In order to qualify for a TLR1 payment, the significant responsibility defined above must include line management responsibility for a significant number of people; otherwise a

TLR2 payment will be appropriate. A teacher cannot hold a TLR1 and a TLR2 concurrently, but a teacher who receives either a TLR1 or a TLR2 may also hold a concurrent TLR3. A TLR can be based on a job description that includes several different areas of significant responsibility. TLR3 payments are awarded on a fixed term basis for clearly time-limited school improvement projects or one of external responsibilities, or where teachers are undertaking planning, preparation, coordination of, or delivery of tutoring to provide catch up support to pupils on learning lost to the Covid-19 pandemic, and where that tutoring work is taking place outside of normal directed hours but during the school day. A TLR payment is attached to a specific post in the School's staffing structure and therefore may only be held by two or more people if they are job-sharing that post. TLR1 and TLR 2 payments awarded to part-time teachers must be paid on a pro rata basis. If a TLR3 is awarded to a part-time teacher, the value should not be amended to reflect the part-time hours of the individual in receipt of the award as the pro-rata principle does not apply. The pay committee will ensure that sufficient differential exists between different levels of TLR, taking account of the responsibilities for which the TLR is awarded.

4. Special Educational Needs Allowances

The School will award a SEN allowance to a classroom teacher who would qualify for such an allowance under the relevant provisions of the STPCD. Where a SEN allowance is to be paid, the School will determine the value of the allowance, considering the structure of the School's SEN provision; the qualifications or expertise of the teacher relevant to the post; and the relative demands of the post. The levels at this school are available on request.

Teachers' Pay: Annual Reviews and Progression

The School will ensure that every teacher's salary is reviewed annually, with effect from 1 September and no later than 31 October each year. All teachers will be provided with an annual statement setting out their salary and any other financial benefit it's to which they are entitled. The Headteacher's salary will be reviewed with effect from 1 September and no later than 31 December each year. The Headteacher will be provided with an annual statement setting out their salary and any other financial benefit its to which they are entitled. Pay reviews may take place at other times of the year following changes in circumstances or job description that affect the basis for calculating an individual's pay. A written statement will be provided if pay is changed following such a review.

Where a pay decision leads to a period of pay safeguarding for a teacher, the Governing Body will give the required notification as soon as possible and no later than one month after the date of the determination, in accordance with the STPCD.

1. Inflationary Pay Increases

The STRB produces an annual report recommending whether the pay scales in the STPCD should be uplifted. In recent years an increase has been recommended to the minima and maxima of each pay scale, but schools have total discretion as to whether to apply an increase to any intermediary points, while bearing in mind that pay increases for individual teachers must always be justified by good performance. This School will consider the STRB recommendation and the new STPCD each year before deciding whether to uplift the teacher pay scales (current version provided in Appendix C). The minima of each pay range will always be uplifted in line with the STPCD, however other increases will be at the discretion of the Governing Body who will consider affordability, overall school performance and market conditions.

2. Pay Progression based on Performance

Teachers can expect to receive regular, constructive feedback on their performance and are subject to annual appraisal that recognises their strengths, informs plans for their future development, and helps to enhance their professional practice. The School's appraisal procedure contains further information about the appraisal process. Subject to the School's appraisal procedure, teachers will be eligible for pay progression if they meet all their objectives, are fully meeting the relevant standards and all their teaching is assessed as being at least good. The rate of progression may be differentiated according to individual teacher performance. The appraisal report will indicate whether a teacher should be considered for pay progression.

Decisions regarding pay progression for each teacher will be made with reference to their appraisal report and the pay recommendation it contains. Newly qualified teachers/Early Career Teachers will usually be appointed at the minima of the Main Pay Scale and may be recommended for pay progression if they successfully complete their induction period or first year of their induction period. As set out in the School's Appraisal process the appraisal report should contain: Details of the objectives for the period in question, an assessment of performance against those objectives and the relevant standards, an assessment of any continuing professional development needs, any aspirations and any actions recommended to progress them.

Finally, the report should contain a recommendation on pay, which may include 'no progression'. The appraisal reports, including objectives, performance assessments and initial pay recommendations, will be reviewed by the Headteacher and relevant line managers for the purposes of moderation to ensure consistency and fairness

The moderated reports will then be passed to the Pay Committee for final consideration of the pay recommendations contained within them. These recommendations can either be approved (and a pay increase awarded in line with the report) or rejected (in which case no increase will be awarded). The School will ensure that appropriate funding is allocated for performance-based pay progression at all levels. Where a teacher is absent due to long term sickness during the academic year or at the time of a salary review, pay and appraisal decisions will take into account individual circumstances and will be based on the employee's performance during relevant periods of attendance. Where a teacher is absent due to pregnancy, maternity, adoption or shared parental leave, decisions will be no less favourable than if the employee had

not been absent due to such reasons. If a teacher is unhappy with the pay decision, they may appeal the decision in regard to their pay using the process outlined at Appendix A.

3. Progression to Upper Pay Range

Any qualified teacher may apply to be paid on the Upper Pay Range and applications 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. It is usual for teachers to consider applying for progression after approximately 5 years' teaching experience, by which time they are likely to be able to achieve and sustain the necessary level of competence and contribution. However, in exceptional cases teachers may feel ready at an earlier stage, whereas other teachers may decide not to apply for progression until later in their career.

Applications to be paid on the Upper Pay Range may be made once a year, in writing, to the Headteacher. The closing date for applications is normally 30th September each year; however, exceptions will be made in particular circumstances, e.g. those teachers who are on maternity leave or who are currently on sick leave. Teachers are encouraged to discuss with their line manager or appraiser their intention to apply for progression at an early stage in the preceding academic year, for example when their performance objectives are being set, so that they can be supported to achieve the required standards and gather the necessary evidence to demonstrate their achievements and contribution. An application to be paid on the Upper Pay Range should include the results of at least two recent appraisals together with a statement explaining how the applicant has met the assessment criteria and supporting evidence. An application will be successful where the Headteacher is satisfied that:

- the teacher is highly competent in all elements of the relevant standards; and
- the teacher's achievements and contribution to the School are substantial and sustained.

Teachers on the Upper Pay Range should be able to demonstrate that they are meeting the Post Threshold Standards and that they are continuing to meet the criteria for being paid on the Upper Pay Range, as set out in the STPCD and at **appendix ?**.

For the purposes of this pay policy:

- 'highly competent' means performance which is not only good but also good enough to provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice and how to make a wider contribution to the work of the School, in order to help them meet the relevant standards and develop their teaching practice;
- 'substantial' means of real importance, validity or value to the School; playing a critical role in the life of the school; providing a role model for teaching and learning; making a distinctive contribution to the raising of pupil standards; taking advantage of appropriate opportunities for professional development and using the outcomes effectively to improve pupils' learning; and
- 'sustained' means maintained continuously over two academic years.

The application will be assessed by the Headteacher following a meeting with the teacher to discuss their application. The Headteacher may also seek supporting evidence from the teacher's line manager and the appropriate head of Key Stage. The decision will be communicated verbally and confirmed in writing within 5 working days.

If successful, the teacher will move to the Upper Pay Scale with effect from 1 September in the year following that in which the application is approved, unless the Headteacher

agrees to an earlier effective date. The teacher will be placed on the minimum point of the Upper Pay Range.

If unsuccessful, feedback will be provided by the Headteacher which includes an explanation of where the teacher was assessed to be falling short of the progression criteria. Any appeal against a decision not to move the teacher to the Upper Pay Scale will be heard under the Appeal arrangements set out in Appendix A.

4. Progression on Upper Pay Range

A teacher will need to show that they are continuing to meet the criteria for progression to the Upper Pay Range, as well as their performance objectives and the relevant standards, in order to achieve pay progression whilst on the Upper Pay Range. [Teachers on the Upper Pay Range will usually need to achieve two consecutive successful appraisals in order to achieve pay progression.]

Decisions regarding pay progression for teachers already on the Upper Pay Range will be made with reference to their appraisal report and the pay recommendation it contains. As set out in the School's Appraisal process the appraisal report should contain: Details of the objectives, an assessment of performance against those objectives and the relevant standards, an assessment of any continuing professional development needs, any aspirations and any actions recommended to progress them. Finally, the report should contain a recommendation on pay.

The appraisal reports will be reviewed by the Headteacher and relevant line managers for the purposes of moderation. The moderated reports will then be passed to the pay committee for final consideration of the pay recommendations contained within them. These recommendations can either be approved (and a pay increase awarded in line with the report) or rejected (in which case no increase will be awarded). School will ensure that appropriate funding is allocated for performance-based pay progression at all levels.

If a teacher is unhappy with the pay decision, they may appeal the decision in regard to their pay using the process outlined at Appendix A.

5. Stepping down from Upper Pay Range

A teacher may request to be moved down the pay scales (for example from the Upper Pay Range to Main Pay Range). This may be for personal reasons (such as to improve work/life balance, or to manage a health condition, or as part of a planned move towards retirement) or for professional reasons (for example if a teacher decides that they prefer classroom practice to leadership and management activities, or wishes to develop a new skill set such as SEN expertise). Such a request can be made to the Headteacher at any time and will be discussed with the teacher before a decision is made, based on individual circumstances and the needs of the School.

A teacher may also be offered downward movement on the pay scale as an alternative to formal capability action or during the course of capability action, in order to enable the teacher to focus on improving their classroom practice by removing additional responsibilities. This may be offered as either a temporary or permanent adjustment, and will not usually be considered until after the teacher has been offered support.

Where downward movement is requested or agreed by the teacher, pay safeguarding will not apply [*but a reduced period of safeguarding may be considered at the discretion of the School*].

Support Staff Pay: Initial Determination

All support staff at the School are paid at the appropriate grade on the same pay spine (see Appendix E). The School's support staff includes employees performing the following roles:

- Classroom support staff such as teaching assistants
- Clerical, administrative, financial, bursars and business managers;
- Technical staff supporting science, design and technology, food, IT, art etc;
- Pastoral staff including learning mentors;
- Site staff;

The School may also employ casual staff on an hourly paid basis where the requirement for certain types of work is not predictable: for example, bank staff covering support staff absences, music or sports instructors. Hourly rates for casual staff will depend on the qualifications required for the post.

The School has full discretion to determine the grades of newly appointed support staff and the point of entry onto the grade. However, the School must have regard to the responsibilities of the post and to the pay scales, terms and grading applicable for similar roles of work when deciding the grade for a post. The point of entry on the grade will usually be at the minimum point but the School may pay at a higher incremental point if this is justified by a new employee's skills or experience.

The School has discretion to temporarily re-grade staff who are covering for absent colleagues at a higher grade. Consideration can be given to the payment of an acting allowance once a member of the support staff has been covering the duties of an absent colleague for more than four weeks, and may be backdated to the start of the acting up period. If the relevant duties and responsibilities are being shared then consideration may be given to paying an honorarium.

The Headteacher may consider payment of an honorarium in other situations, with the amount depending on the circumstances of each case. In general, this is likely to be considered when an employee performs duties beyond their normal role for a specific task or over an extended period or where the additional duties and responsibilities are exceptionally onerous and required by the Headteacher.

Support Staff Pay – Annual Review and Progression

1. Inflationary Pay Increases

Increases to the pay spine are usually implemented by the Local Authority with effect from 1 April each year. These increases will be automatically adopted and applied by the School.

2. Pay Progression

All members of support staff can expect to receive regular, constructive feedback on their performance and are subject to annual appraisal that recognises their strengths and supports their future development. Progression to the top of the relevant pay grade will depend on good performance as assessed in the annual appraisal and the recommendation contained within the appraisal report. Support staff will be eligible for pay progression if they meet all their performance objectives and relevant standards. Final decisions about whether or not to accept a pay recommendation will be made by the Governing Body. The Governing Body will ensure that appropriate funding is allocated for performance-based pay progression at all levels.

As set out in the School's Appraisal process the appraisal report should contain: Details of the objectives, an assessment of performance against those objectives and the relevant standards, an assessment of any continuing professional development needs, any aspirations and any actions recommended to progress them. Finally, the report should contain a recommendation on pay.

The appraisal reports will be reviewed by the Headteacher and relevant line managers for the purposes of moderation. The moderated reports will then be passed to the Pay Committee for final consideration of the pay recommendations contained within them. These recommendations can either be approved (and a pay increase awarded in line with the report) or rejected (in which case no increase will be awarded). The School will ensure that appropriate funding is allocated for performance-based pay progression at all levels.

If a member of staff is unhappy with the pay decision (or lack of pay progression) they may appeal the decision using the process outlined at Appendix A.

Where an employee is absent due to long term sickness during the academic year or at the time of a salary review, pay and appraisal decisions will consider individual circumstances and will be based on the employee's performance during relevant periods of attendance. Where an employee is absent due to pregnancy, maternity, adoption or shared parental leave, decisions will be no less favourable than if the employee had not been absent due to such reasons.

Recruitment and Retention Incentive Benefits

The governing body can award lump sum payments, periodic payments, or provide other financial assistance, support or benefits for a recruitment or retention incentive in line with STPCD.

The pay committee may consider exercising its powers under where they consider it is appropriate to do so in order to recruit or retain relevant staff. It will make clear at the outset, in writing, the expected duration of any such incentive or benefit, and the review date after which they may be withdrawn.

The governing body will, nevertheless, conduct an annual formal review of all such awards. No new awards, or renewal, of recruitment and retention payments will be made to a head teacher, deputy head teacher or assistant head teacher other than as reimbursement of reasonably incurred housing or relocation costs. All recruitment and retention considerations in

relation to a head teacher, deputy head teacher or assistant head teacher will be taken into account when determining the relevant pay range, either in relation to a new appointment or when the head teacher, deputy head teacher or assistant head teacher moves to the new leadership group arrangements.

Appendix A. Appeals Procedure

Principles

An employee who wishes to appeal a decision in relation to their pay must comply with this procedure. The matter should not be raised or dealt with under the School's Grievance Policy and Procedure. The reasons for seeking a review may include the person or Committee who made the decision having:

- incorrectly applied any provision of the pay policy;
- failed to have proper regard for statutory guidance;
- failed to take proper account of relevant evidence;
- took account of irrelevant or inaccurate evidence;
- being biased; or
- unlawfully discriminated against the individual.

The employee will receive written confirmation of the pay determination and where applicable the basis on which the decision was made. If the employee is not satisfied, they should seek to resolve this by raising the matter informally with the Headteacher within ten working days of the decision. The Headteacher will arrange a meeting without unreasonable delay.

If the employee is not satisfied with the outcome of the informal discussion with the Headteacher then they may follow the formal appeal process.

Formal Appeals Process

The employee must provide in writing the specific grounds for questioning the pay decision together with evidence which s/he considers should be considered. The appeal letter must be sent to the person or committee who made the decision within ten working days of the pay determination or the informal discussion with the Headteacher.

Three Governors who were not party to the original decision will form a panel to hear the appeal.

The appeal hearing should be held without unreasonable delay following receipt of the letter of appeal.

The panel may invite the Headteacher to the hearing and they will provide the meeting with any relevant information required by the Governors. No specific information concerning the remuneration of other members of staff shall be given in the presence of the employee for whom the appeal is being heard. Where the panel requests such pay information from the Headteacher, it will be conveyed confidentially to them alone. The employee may ask questions of the Headteacher.

The employee will be given the opportunity to make representations in person and may be accompanied by a work colleague or union representative.

The panel will carefully consider all the evidence that is presented before making a decision. The outcome of the appeal will be communicated to the employee in writing without unreasonable delay and will include reasons for the decision.

The decision of the panel at the appeal hearing is final.

There will be no entitlement to invoke the appeal procedure in relation to a pay decision if the teacher has left the employment of the school. Where a teacher has, whilst employed at the school, lodged an appeal against a pay decision but has then subsequently left the school's employment before any appeal hearing

is held, the following steps will be observed:

1. The teacher must have set out details of their appeal in writing;
2. The teacher must have sent a copy of their appeal to the Chair of the Governing Body;
3. The Chair of the Governing Body will consult with relevant school personnel and provide the teacher with an appropriate written response on behalf of the school.

Appendix B. Pay Committee

The Pay Committee will consist of a minimum of 3 governors, none of whom should be employees of the School.

The Committee will be meeting during autumn term 1, with additional meetings as necessary.

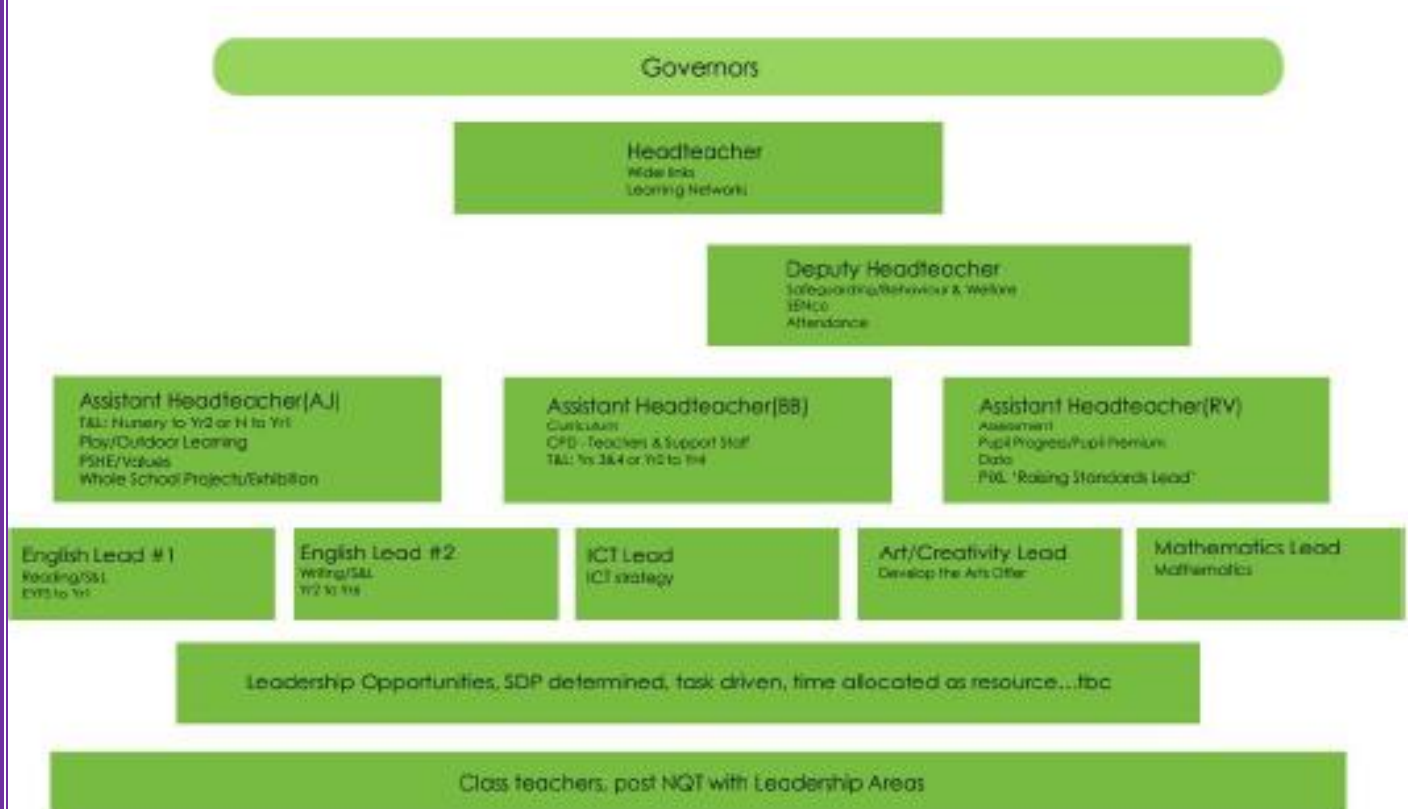
The quorum for meetings is 3 governors.

The Headteacher may attend in an advisory capacity and will withdraw when their salary is under consideration.

The terms of reference for the Pay Committee will be determined from time to time by the Governing Body. The current terms of reference are:

- To implement the Pay Policy in a fair and objective manner and to consider any individual representations that may be made in respect of pay decisions;
- To observe all statutory and contractual obligations, including making arrangements to notify pay decisions to individual members of staff within appropriate timescales;
- To minute clearly the reasons for all decisions and report these decisions to the next meeting of the Governing Body (in summary form and having due regard for confidentiality);
- To recommend to the Governing Body the annual budget required for pay purposes, including provision for discretionary pay advancement arising from performance reviews;
- To keep informed of relevant developments including legislation and statutory guidance affecting the Pay Policy and to review and to recommend changes or modification to the Governing Body, as appropriate and at least annually; and
- To carry out the performance review of the Headteacher in consultation with an external advisor

Appendix C. Staffing Structure
Judicium Education
Needs support staff and



Appendix E. Support Staff Pay Scale

Judicium Education

2024/25 SALARY SCALES:

NEW GRADE:	SCP:	BASIC:	ON COST:	BASIC PLUS ON COST:
SC1	1	SCP DELETED		
	2	£28,881	£9,084	£37,965
SC2	3	£29,286	£9,229	£38,515
	4	£29,703	£9,378	£39,081
SC3	5	£30,120	£9,528	£39,648
	6	£30,552	£9,682	£40,234
	7	£30,987	£9,838	£40,825
SC4	8	£31,434	£9,998	£41,432
	9	£31,884	£10,159	£42,043
	10	£32,346	£10,325	£42,671
	11	£32,817	£10,493	£43,310
	12	£33,291	£10,663	£43,954
SC5	13	£33,780	£10,838	£44,618
	14	£34,275	£11,015	£45,290
	15	£34,779	£11,196	£45,975
	16	£35,292	£11,379	£46,671
	17	£35,814	£11,566	£47,380
SC6	18	£36,345	£11,756	£48,101
	19	£36,888	£11,951	£48,839
	20	£37,437	£12,147	£49,584
	21	£37,998	£12,348	£50,346
	22	£38,571	£12,553	£51,124
SO1	23	£39,150	£12,760	£51,910
	24	£39,741	£12,972	£52,713
	25	£40,344	£13,188	£53,532
	26	£40,953	£13,406	£54,359
SO2	27	£41,580	£13,630	£55,210
	28	£41,964	£13,768	£55,732
	29	£42,861	£14,089	£56,950
PO1	30	£43,542	£14,333	£57,875
	31	£44,430	£14,651	£59,081
PO2	32	£45,399	£14,998	£60,397
	33	£46,437	£15,369	£61,806
PO3	34	£47,628	£15,796	£63,424
	35	£48,618	£16,150	£64,768
	36	£49,638	£16,515	£66,153
PO4	37	£50,646	£16,876	£67,522
	38	£51,663	£17,240	£68,903
	39	£52,674	£17,602	£70,276
PO5	40	£53,634	£17,946	£71,580
	41	£54,684	£18,322	£73,006

	PO6	42	£55,710	£18,689	£74,399
		43	£56,733	£19,055	£75,788
		44	£57,726	£19,411	£77,137
PO7		45	£58,752	£19,778	£78,530
		46	£59,772	£20,143	£79,915
		47	£60,795	£20,509	£81,304
PO8		48	£61,836	£20,882	£82,718
	SMG1	49	£62,922	£21,271	£84,193
		50	£64,032	£21,668	£85,700
		51	£65,172	£22,076	£87,248
		52	£66,336	£22,493	£88,829
		53	£67,500	£22,910	£90,410
		54	£68,661	£23,325	£91,986
SMG2		55	£69,840	£23,747	£93,587
		56	£70,992	£24,160	£95,152
		57	£72,162	£24,579	£96,741
		58	£73,347	£25,003	£98,350
		59	£74,487	£25,411	£99,898
		60	£75,666	£25,833	£101,499
SMG3		61	£77,157	£26,367	£103,524
		62	£78,687	£26,915	£105,602
		63	£80,229	£27,467	£107,696
		64	£81,840	£28,043	£109,883
		65	£83,448	£28,619	£112,067

NEW GRADE:	SCP:	BASIC:	ON COST:	BASIC PLUS ON COST:
JNC4	3	£90,858	£31,272	£122,130
	4	£93,771	£32,315	£126,086
	5	£96,684	£33,358	£130,042
JNC3	11	£109,818	£38,060	£147,878
	12	£112,731	£39,102	£151,833
	13	£115,644	£40,145	£155,789
	15	£122,619	£42,642	£165,261
JNC2	16	£125,475	£43,665	£169,140
	17	£128,331	£44,687	£173,018
	20	£161,583	£56,591	£218,174
JNC1	21	£164,673	£57,698	£222,371
	22	£167,763	£58,804	£226,567