SALARY SCALE from 1st APRIL 2022

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- rate effective 1st April 2022)	£19,100	£9.90	22	27	£11.09
2	£19,625	£10.17	22	27	
	£20,648	£10.70			
3	£20,718	£10.74	22	27	
	£23,706	£12.29			
4	£23,732	£12.30	24	27	
	£27,889	£14.46			
5	£28,636	£14.84	24	27	
	£31,279	£16.21			
6	£31,819	£16.49	25	28	
	£34,472	£17.87			
7	£35,001	£18.14	25	28	
	£37,923	£19.66			
8	£38,190	£19.79	25	28	
	£41,366	£21.44			
9	£41,506	£21.51	25	28	
	£43,956	£22.78			
10	£44,067	£22.84	27	30	
	£47,620	£24.68			
11	£47,779	£24.77	30	30	
	£51,103	£26.49			
12	£51,150	£26.51	30	30	
	£53,715	£27.84			
13	£54,230	£28.11	30	30	
	£58,664	£30.41			
14	£58,757	£30.46	30	30	
	£65,026	£33.70			
15	£65,079	£33.15	30	30	
(new band)	£72,077	£36.72	30	30	
16	£80,656	£41.81	30	30	
(old band 15)	£94,554	£49.01			
17	£111,659	£57.88	30	30	
(old band 16)	£122,463	£63.48			

***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 - Equivilent to 5 GCSE passes	£10,250	£5.31
Level 3 - Equivilent to A'Levels	£13,688	£7.09
Level 4/5 - Equivilent to foundation degree/first year undergraduate degree	£15,123	£7.84
Level 5/6 - Equivilent to full degree	£16,586	£8.60
Level 7	£18,600	£9.64

***Notes**

Apprentices in the 2nd or 3rd year of their apprenticeship will be paid either the EBC Apprenticeship pay rate or the Statutory Minuimum wage (as per table below) for their age - which ever is higher.

Statutory Minimum Wage

Year	23 and over	21 to 22	18 to 20	Under 18	Apprentice 1st Year
Apr-22	£9.50	£9.18	£6.83	£4.81	£4.81