



Pay and Reward

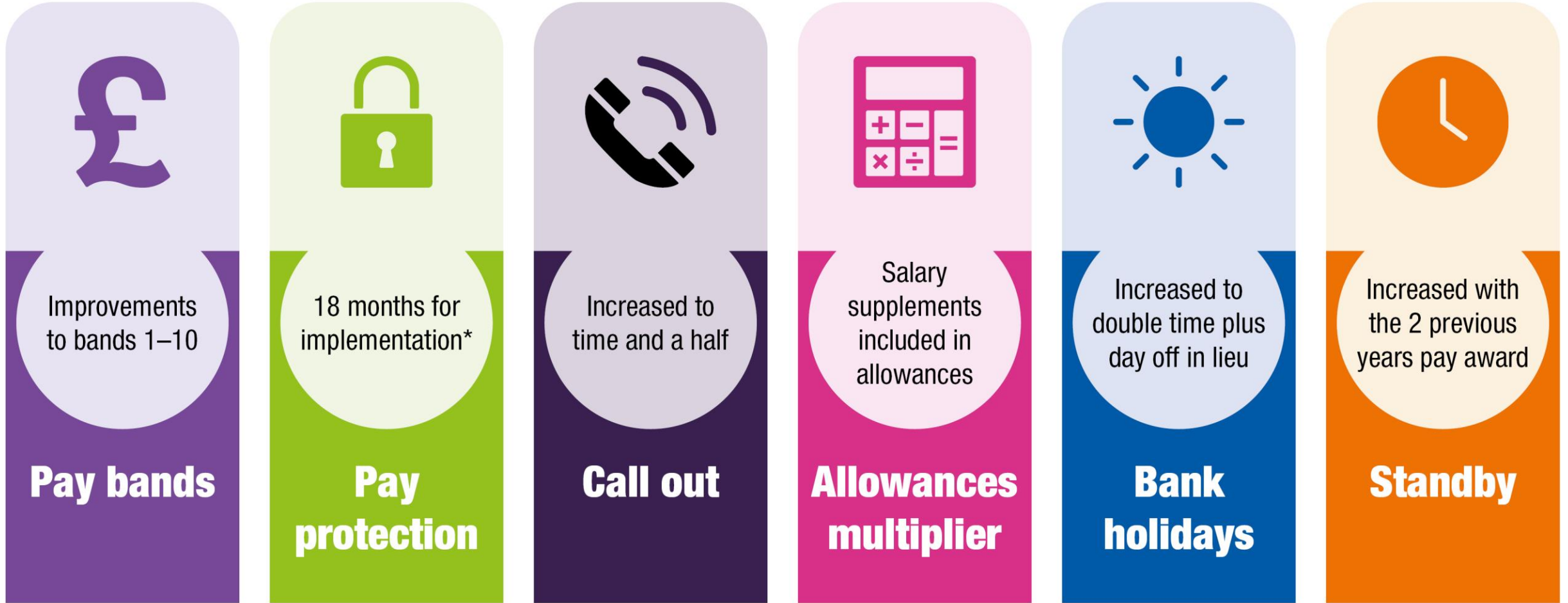


New colleague offer

May 2025

These proposals are subject to Council approval

Enhancements to proposed offer



Clarification on non-standard working arrangements will be given, e.g. night work, bank holiday working.

Maximum standard working week of 37 hours

* Does not apply to casual workers or PSIAs

Hourly rate	SCP	Band 1		Band 2		Band 3		Band 4		Band 5		Band 6		Band 7		Band 8		Band 9		Band 10	
£24.75	38																			£2,036	£47,754
£24.22	37																			↑	£46,731
£23.70	36																			£45,718	£45,718
£23.18	35																	£3,200	£44,711	£44,711	£44,711
£22.65	34																	↑	£43,693	£43,693	£43,693
£22.14	33																		£42,708	£42,708	£42,708
£21.52	32																	£41,511	£41,511	£41,511	£41,511
£20.98	31																	£40,476	£40,476	£40,476	£1,035
£20.48	30																	£39,513	£39,513		↑
£20.02	29																	£38,626	£38,626		
£19.67	28															£903	£37,938	£37,938	£37,938		
£19.20	27															£37,035	£37,035	£37,035	£37,035		
£18.73	26															£36,124	£36,124				
£18.26	25															£2,581	£35,235	£35,235	£35,235		
£17.79	24															↑	£34,314	£34,314	£34,314		
£17.30	23																£33,366	£33,366	£33,366		
£16.93	22															£32,654	£32,654	£32,654	£32,654		
£16.65	21																				
£16.37	20																				
£16.10	19																				
£15.84	18																				
£15.58	17																				
£15.33	16																				
£15.08	15																				
£14.84	14																				
£14.60	13																				
£14.36	12																				
£14.14	11																				
£13.91	10																				
£13.69	9																				
£13.47	8																				
£13.26	7																				
£13.05	6																				
£12.85	5																				
£12.60	RLW																				

New offer:
wider pay
bands (1-10)

Previous offer

New offer

The amount the band has increased by

Band 5/6/7

will have
3 additional increments
added to
the top of
the band

- Previous offer
- New offer
- The amount the band has increased by



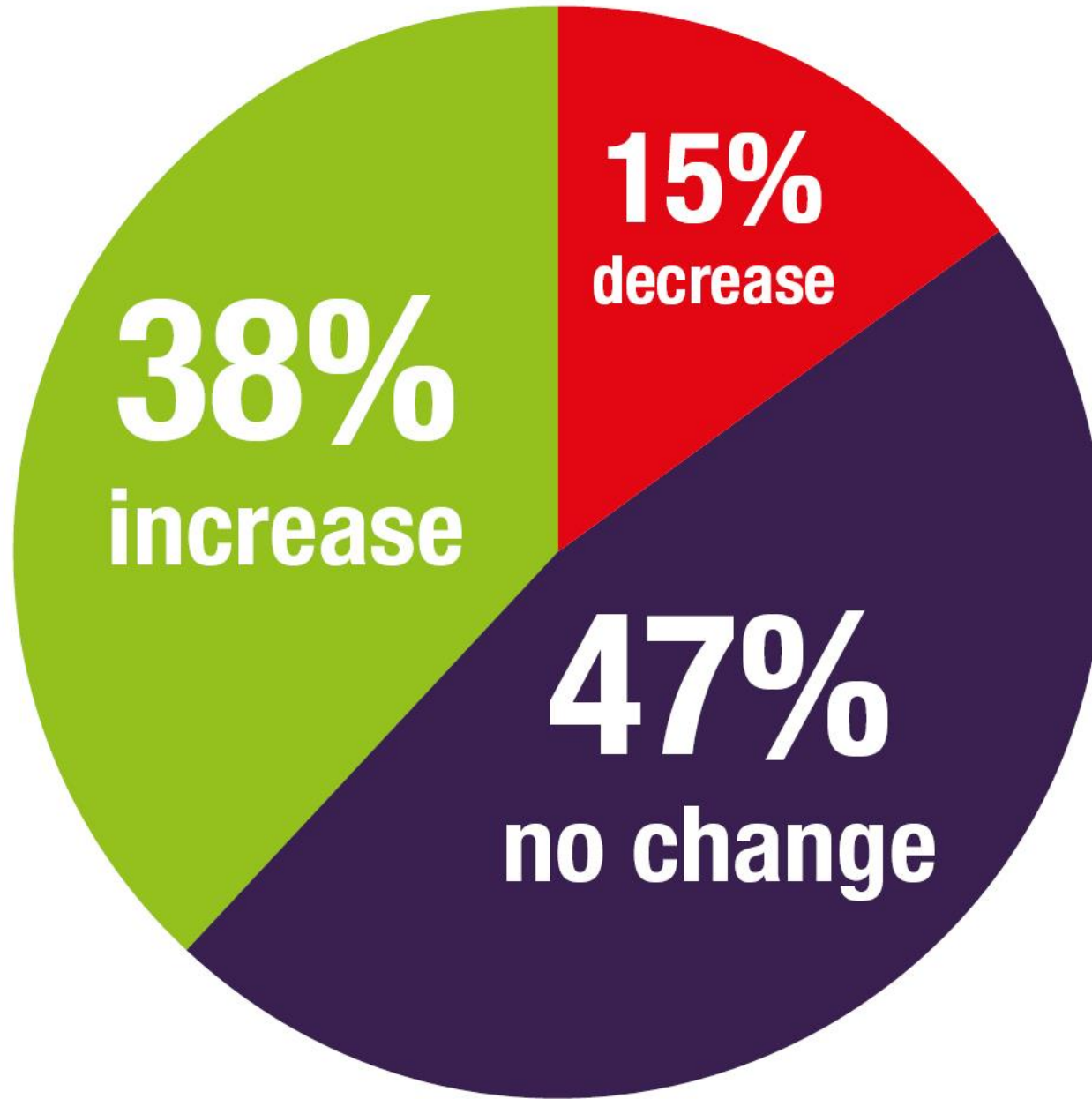
First increment rise will be only 4 months after implementation in April 2026
Bottom pay point on most pay bands will be deleted each year until April 2029 when no overlaps exist
2025/2026 national pay award is not included in these figures

New offer

Impact on pay
and progression

Impact of proposal on base pay

Previous
offer



Impact of proposal on base pay

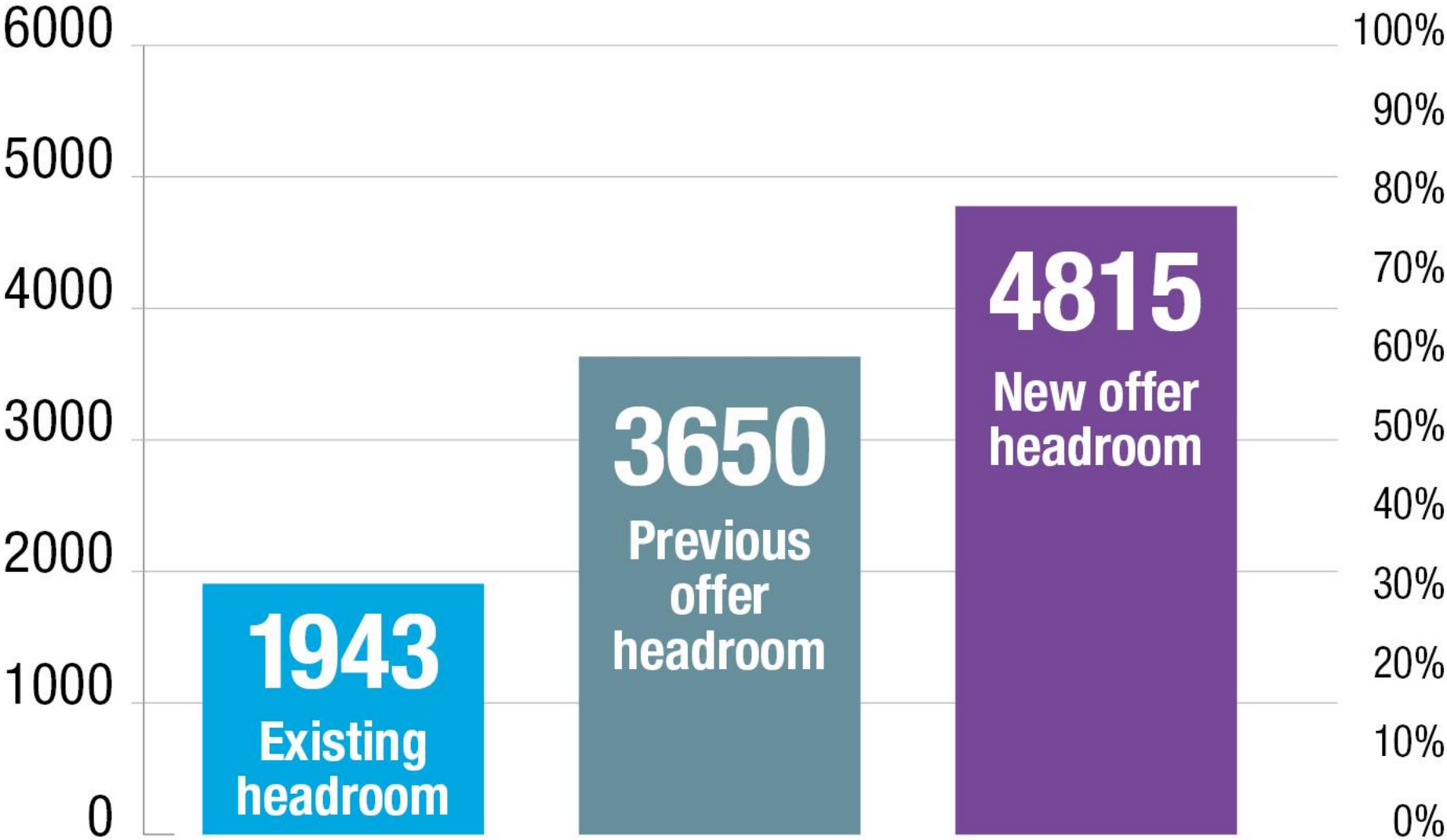
**New
offer**



More scope for pay progression

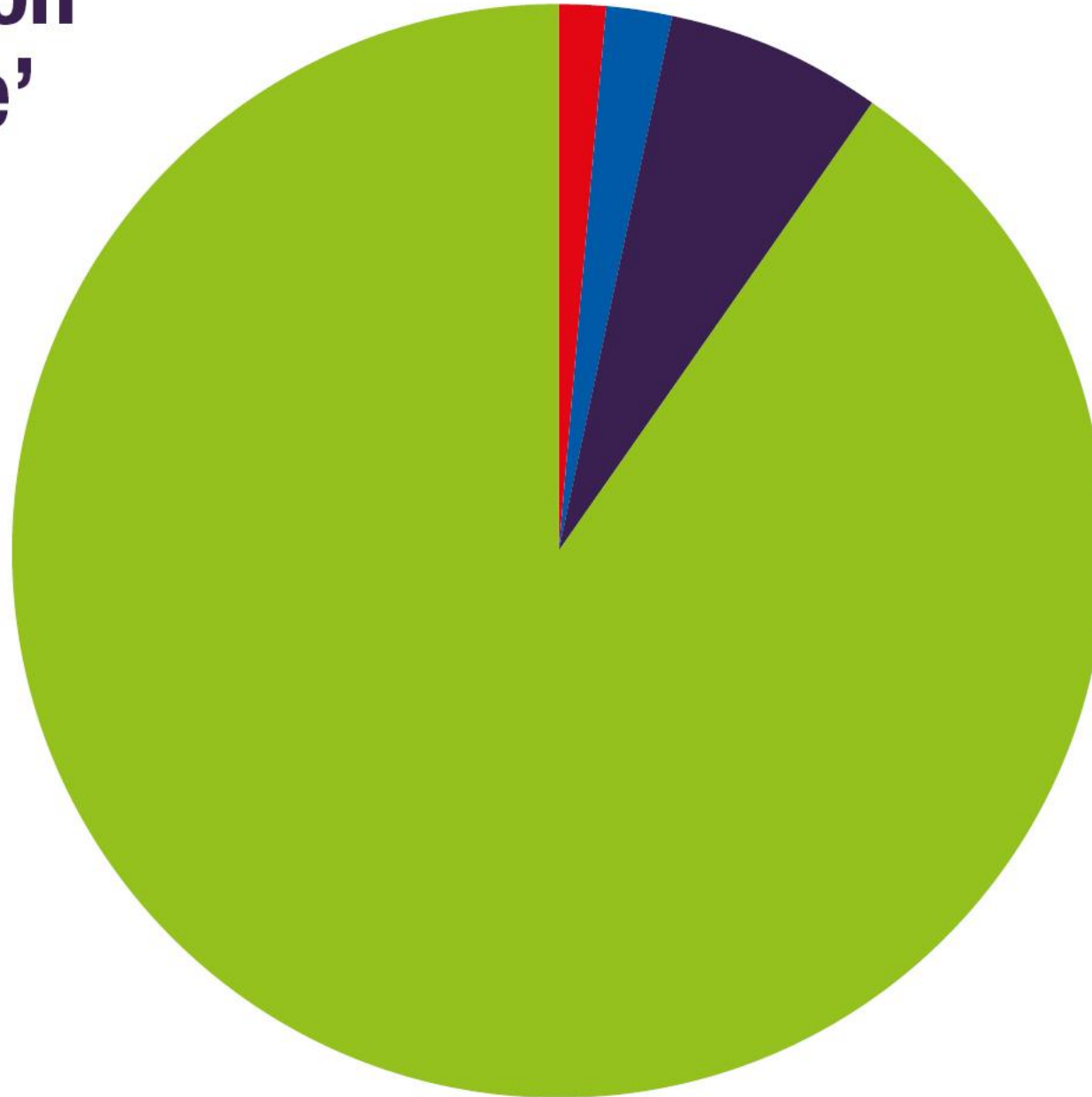
Headroom
within pay
bands – all
colleagues

(Data refers to individual
grades and does not take
account of colleagues on
linked career grades)



Pay progression for 'no change' colleagues

Headroom
impact of
new offer –
by number of
'no change'
colleagues



2948
will gain
headroom

214
no headroom
impact

66
will have less
headroom

37
will lose all
headroom

Impact on pay progression

Headroom
comparison

Previous
offer versus
new offer –
by number of
'no change'
colleagues

