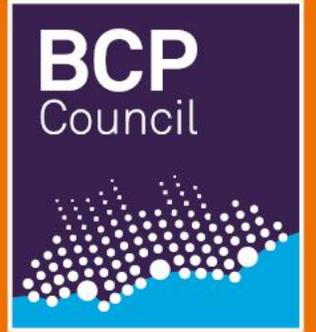




Pay and Reward



New colleague offer

May 2025

These proposals are subject to Council approval

Enhancements to proposed offer



Improvements to bands 1–10

Pay bands



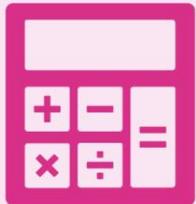
18 months for implementation*

Pay protection



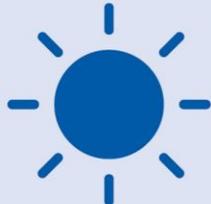
Increased to time and a half

Call out



Salary supplements included in allowances

Allowances multiplier



Increased to double time plus day off in lieu

Bank holidays



Increased with the 2 previous years pay award

Standby

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 PSIA's

New offer: wider pay bands (1-10)

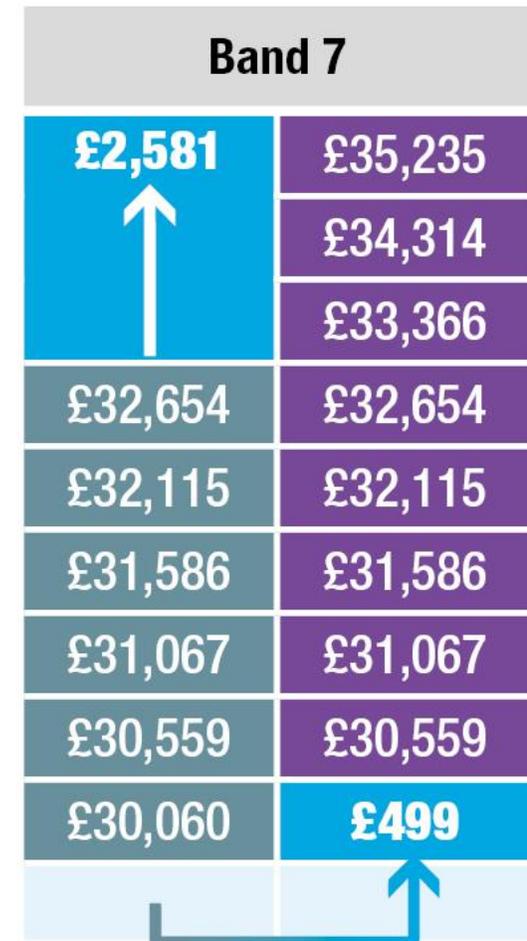
Hourly rate	SCP	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Band 10
£24.75	38										£2,036
£24.22	37										↑
£23.70	36										£45,718
£23.18	35										£44,711
£22.65	34									£3,200	↑
£22.14	33									£42,708	£42,708
£21.52	32									£41,511	£41,511
£20.98	31									£40,476	£40,476
£20.48	30									£39,513	£39,513
£20.02	29									£38,626	£38,626
£19.67	28									£903	↑
£19.20	27									£37,035	£37,035
£18.73	26									£36,124	£36,124
£18.26	25									£2,581	↑
£17.79	24									£35,235	£35,235
£17.30	23									£34,314	£34,314
£16.93	22									£33,366	£33,366
£16.65	21									£32,654	£32,654
£16.37	20									£1,556	↑
£16.10	19									£32,115	£32,115
£15.84	18									£31,586	£31,586
£15.58	17									£31,067	£31,067
£15.33	16									£1,466	↑
£15.08	15									£30,559	£30,559
£14.84	14									£30,060	£30,060
£14.60	13									£29,572	£29,572
£14.36	12									£29,093	£29,093
£14.14	11									£1,355	↑
£13.91	10									£28,624	£28,624
£13.69	9									£28,163	£28,163
£13.47	8									£27,711	£27,711
£13.26	7									£860	↑
£13.05	6									£27,269	£27,269
£12.85	5									£26,835	£26,835
£12.60	RLW									£26,409	£26,409
										£809	↑
										£25,992	£25,992
										£25,584	£25,584
										£874	↑
										£25,183	£25,183
										£24,790	£24,790
										£24,309	£24,309

- 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



Example

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

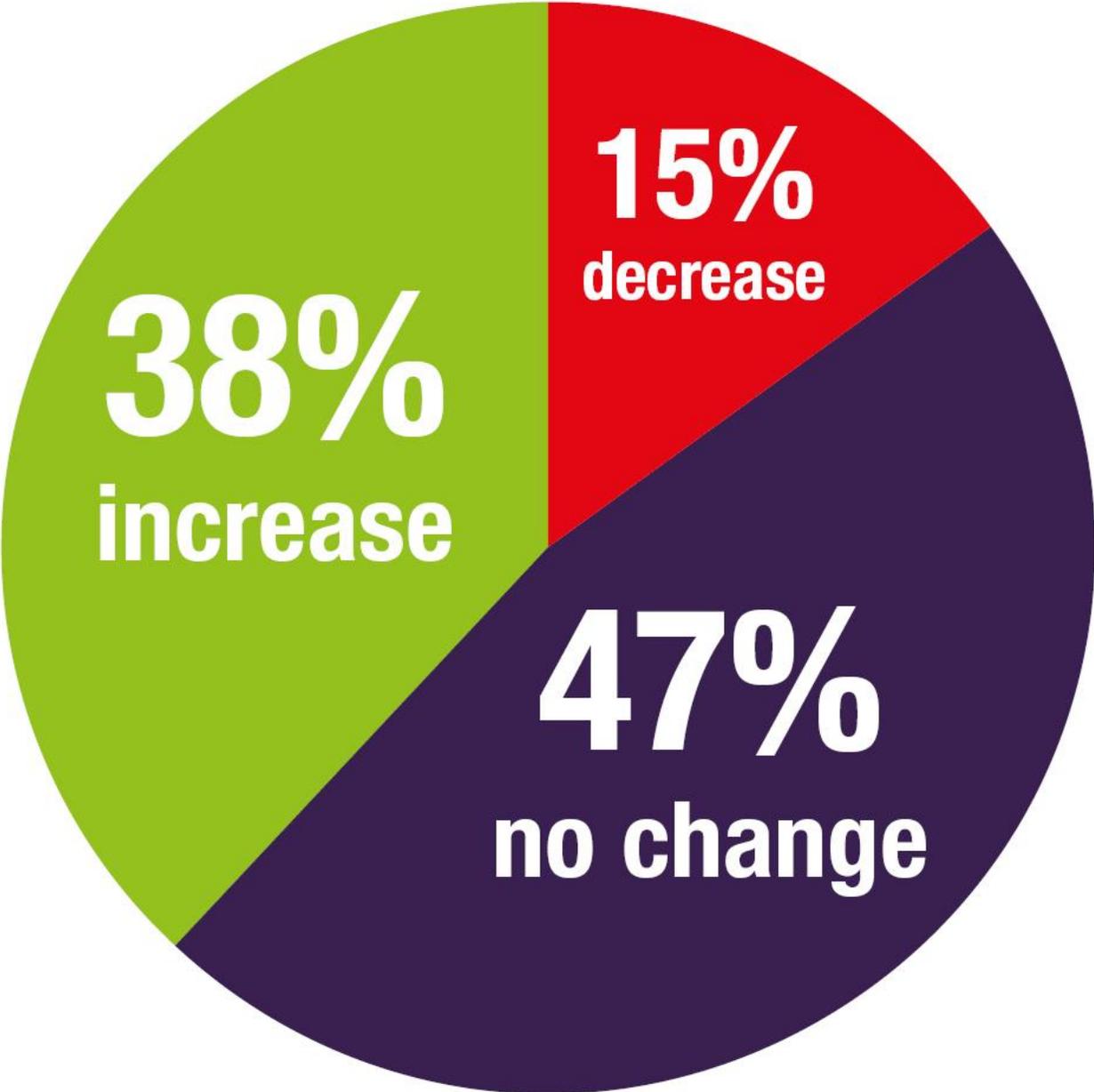
2025/2026 national pay award is not included in these figures

New offer

Impact on pay
and progression

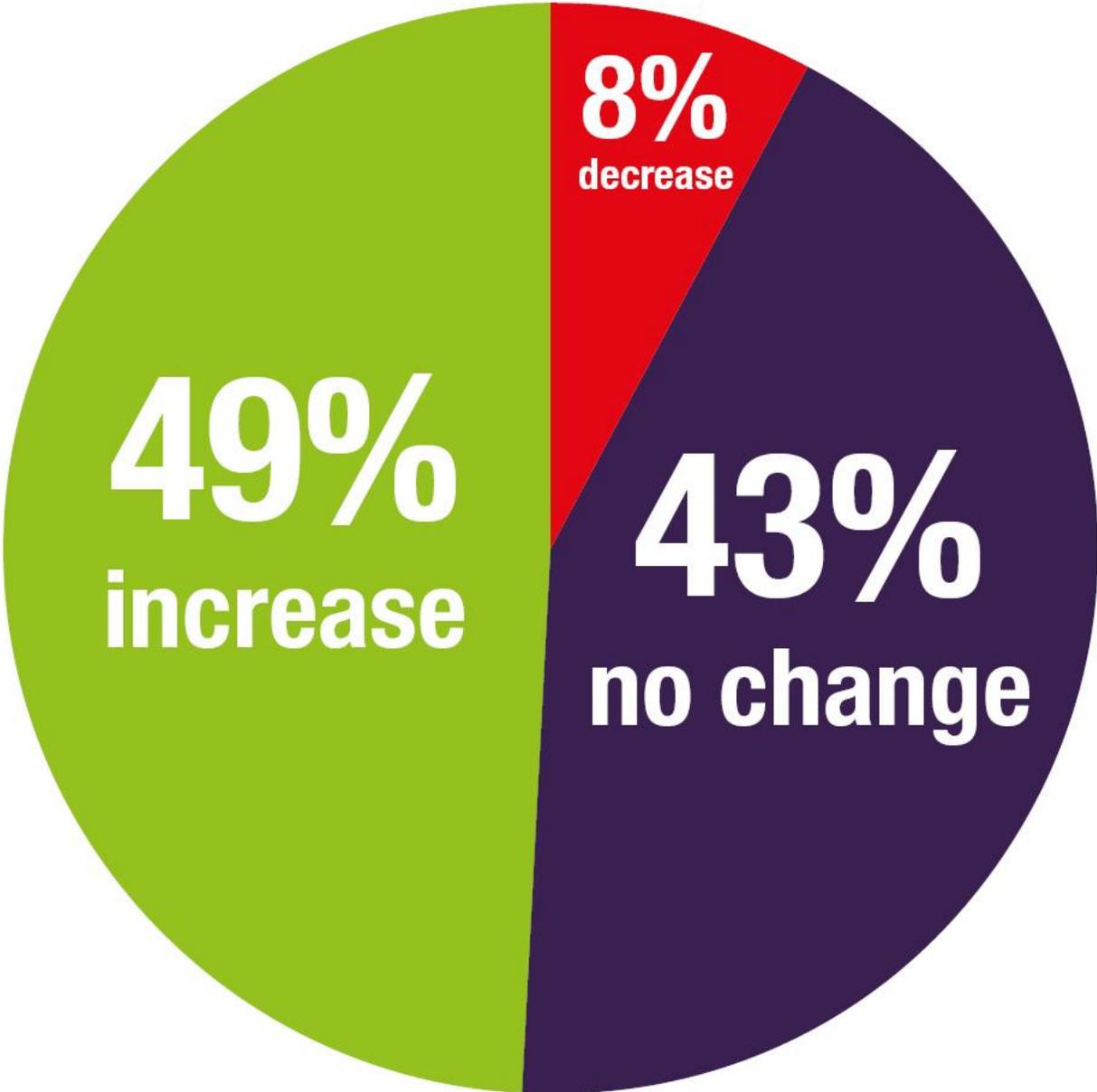
Impact of proposal on base pay

Previous offer



Impact of proposal on base pay

New offer

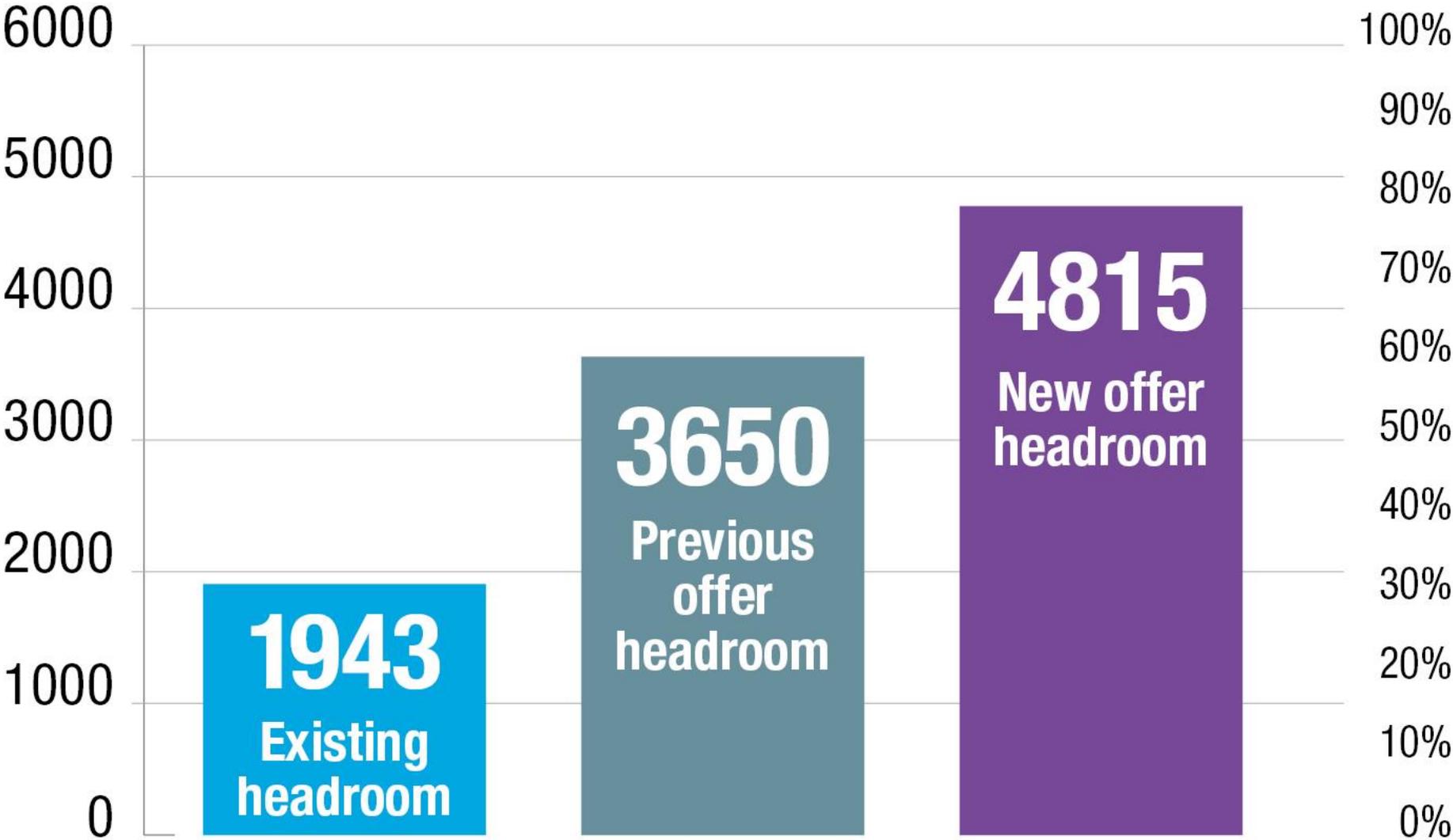


More scope for pay progression

Headroom within pay bands – all colleagues

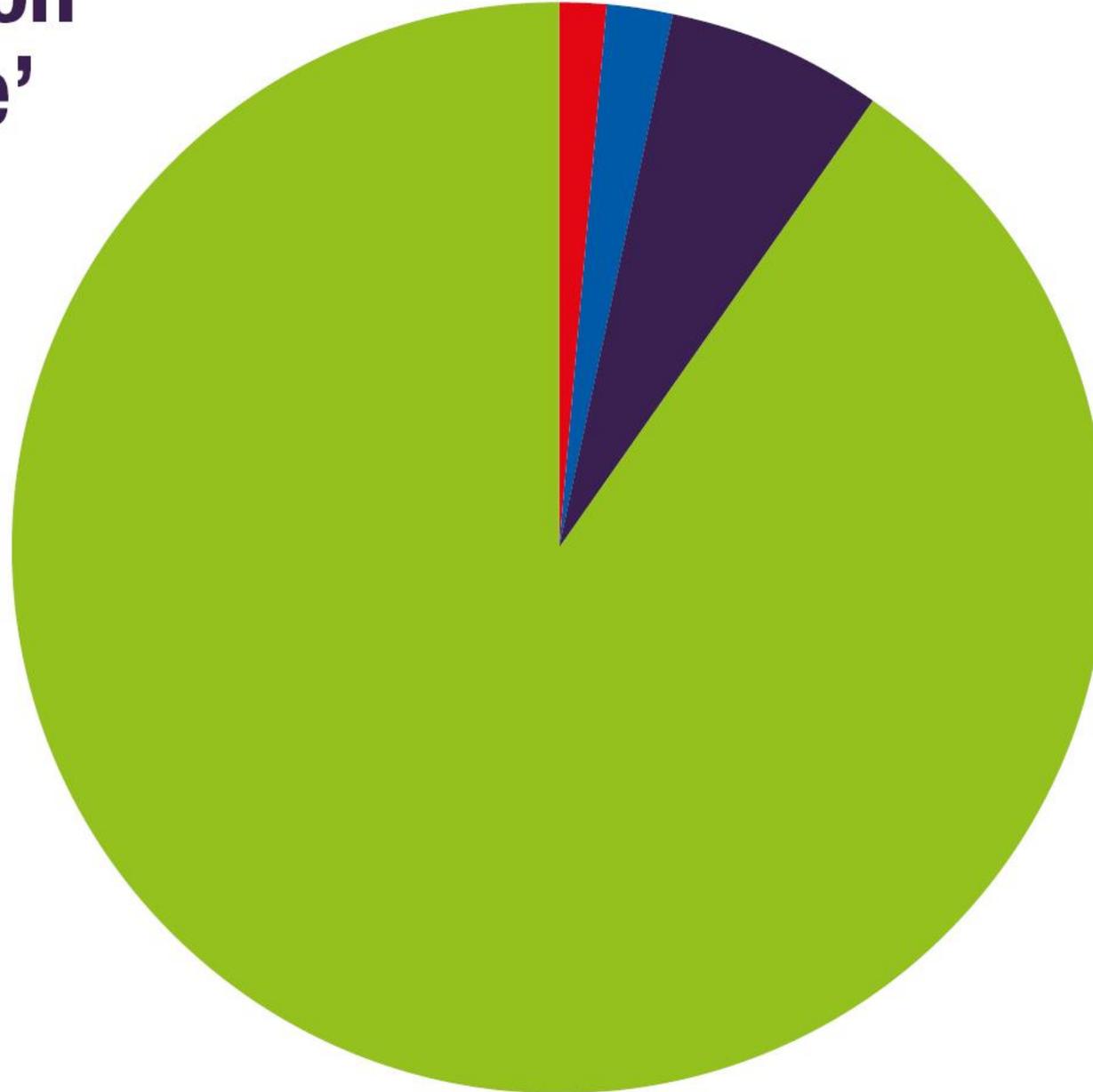
(Data refers to individual grades and does not take account of colleagues on linked career grades)

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



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

Previous offer
New offer

