

### Appendix 3: Senior Manager Pay Scales

New pay scale introduced 1 April 2024, values to be increased in line with JNC pay award once agreed.

Grade	Pay Points £					
	1	2	3	4	5	6
SM5	178,560	183,917	189,434	195,117	200,971	207,000
SM4	134,567	138,604	142,762	147,045	151,456	156,000
SM3	105,670	108,840	112,105	115,468	118,932	122,500
SM2	95,750	98,622	101,581	104,628	107,767	111,000
SM1	87,986	90,626	93,345	96,145	99,029	102,000

**Appendix 4: Officer Pay Scales** (values to be increased from 1 April 2024 once NJC pay award is agreed)

Grade	Pay Point	2023/24 rate per hour	2023/24 salary
I	54	£42.65	£82,275
	53	£41.43	£79,935
	52	£40.25	£77,661
	51	£39.10	£75,441
	50	£37.99	£73,287
	49	£36.90	£71,193
H	48	£35.85	£69,165
	47	£34.83	£67,191
	46	£33.84	£65,286
	45	£32.88	£63,435
	44	£31.96	£61,653
	43	£31.06	£59,925
G	42	£30.20	£58,266
	41	£29.34	£56,607
	40	£28.51	£55,005
	39	£27.71	£53,463
	38	£26.95	£51,990
	37	£26.18	£50,511
F	36	£25.47	£49,133
	35	£24.79	£47,831
	34	£24.12	£46,529
	33	£23.47	£45,284
	32	£22.86	£44,102
	31	£22.24	£42,917
E	30	£21.66	£41,792
	29	£21.08	£40,667
	28	£20.53	£39,602
	27	£19.97	£38,537
	26	£19.45	£37,529
	25	£18.93	£36,524
D	24	£18.44	£35,579
	23	£17.95	£34,631
	22	£17.49	£33,743
	21	£17.03	£32,852
	20	£16.60	£32,027
	19	£16.17	£31,199
C	18	£15.77	£30,428
	17	£15.37	£29,660
	16	£14.97	£28,889
	15	£14.61	£28,178
	14	£14.24	£27,470
	13	£14.02	£27,053
B	12	£13.78	£26,579
	11	£13.53	£26,102
	10	£13.31	£25,685
	9	£13.10	£25,274
	8	£12.88	£24,857
	7	£12.67	£24,440
A	6	£12.45	£24,029
	5	£12.24	£23,612
	4	£12.02	£23,195
	3	£11.84	£22,841
	2	£11.65	£22,484
	TLW / 1	£11.59	£22,360

## Appendix 5: National Living Wage Rates

	Age 21 and over	Age 18 to 20	Age under 18	Apprentice Rate
Rates from April 2024	£11.44	£8.60	£6.40	£6.40