

**APPENDIX 1C
PAY STRUCTURE FOR STAFF UP TO AND INCLUDING PO6**

Rates of Pay applicable from 1 April 2026 to be confirmed (pay award pending)

GRADE	SCP	01-Apr-25		01-Apr-26* - tbc	
		per annum	per hour	per annum	per hour
GRADE 2	5	£25,583	£13.26		
	6	£25,989	£13.47		
GRADE 3	7	£26,403	£13.69		
	8	£26,824	£13.90		
	9	£27,254	£14.13		
	10	£27,694	£14.35		
	11	£28,142	£14.59		
GRADE 4	12	£28,598	£14.82		
	13	£29,064	£15.06		
	14	£29,540	£15.31		
	15	£30,024	£15.56		
	16	£30,518	£15.82		
	17	£31,022	£16.08		
	18	NOT USED			
GRADE 5	19	£32,061	£16.62		
	20	£32,597	£16.90		
	21	£33,143	£17.18		
	22	£33,699	£17.47		
	23	£34,434	£17.85		
	24	NOT USED			
	25	NOT USED			
	26	NOT USED			
GRADE 6	27	£38,220	£19.81		
	28	£39,152	£20.29		
	29	£39,862	£20.66		
	30	£40,777	£21.14		
	31	£41,771	£21.65		
PO 1	31	£41,771	£21.65		
	32	£42,839	£22.20		
	33	£44,075	£22.85		
	34	£45,091	£23.37		
	35	£46,142	£23.92		
PO 2	35	£46,142	£23.92		
	36	£47,181	£24.46		
	37	£48,226	£25.00		
	38	£49,282	£25.54		
	39	£50,269	£26.06		
PO 3	39	£50,269	£26.06		
	40	£51,356	£26.62		
	41	£52,413	£27.17		
	42	£53,460	£27.71		
	43	£54,495	£28.25		

PO 4	44	£55,587	£28.81		
	45	£56,680	£29.38		
	46	£57,433	£29.77		
	47	£58,899	£30.53		
	48	£60,008	£31.10		
	49	NOT USED			
	50	NOT USED			
	51	NOT USED			
PO 5	52	£64,552	£33.46		
	53	£65,800	£34.11		
	54	£67,074	£34.77		
	55	£68,373	£35.44		
	56	£69,699	£36.13		
PO 6	57	£71,051	£36.83		
	58	£72,431	£37.54		
	59	£73,837	£38.27		
	60	£75,271	£39.01		
	61	£76,734	£39.77		

OAF	1-Apr-25	1-Apr-26*
Outer Area Fringe Allowance	£729	tbc

NB: hourly rate calculated by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week)

****Figures will be increased in line with 2026/27 pay award when this is known.***