

Full time = 1924 hrs  
 Annual x 52.14 weeks  
 Hrly = salary/365 x 7 / 37  
 Hrly = salary / 365 x 7 / 37  
 Hrs pa = hrs x 37 / 7 x 365

**Scales For All Employees (Except Craft)**  
**JANUARY 2015**

£ per hr	Bands	scp	po	salary	old grades	Pension Band	Contribution %
6.9974		5		13,500		Band 1	5.5%
7.0565		6		13,614	Scale 1	Band 2	5.8%
7.1088	2	7		13,715	scp 1-11		
7.1897		8		13,871			
7.2954		9		14,075			
7.4318		10		14,338			
7.8822	3	11		15,207	Scale 2 scp 11-13		
8.0460		12		15,523			
8.2626		13		15,941			
8.4130	4	14		16,231	Scale 3		
8.5897		15		16,572			
8.7955		16		16,969			
9.0044		17		17,372			
9.1816	5	18		17,714	Scale 4 scp 18-21		
9.5248		19		18,376			
9.8731		20		19,048			
10.2328		21		19,742			
10.4977	6	22		20,253	Scale 5 scp 22-25		
10.8066		23		20,849			
11.1596		24		21,530			
11.5131		25		22,212			
11.8889	7	26		22,937	Scale 6 scp 26-28		
12.2833		27		23,698			
12.6845		28		24,472			
13.1862		29		25,440			
13.6284	8	30		26,293	SO1 scp 29-31		
14.0586		31		27,123			
14.4738		32		27,924	SO2 scp 32-34		
14.8998		33	PO1	28,746			
15.3207	9	34	PO2	29,558	POA scp 32-36		
15.6421		35	PO3	30,178			
16.0567		36	PO4	30,978			
16.5066		37	PO5	31,846			
16.9897	10	38	PO6	32,778	POB scp 37-40		
17.5490		39	PO7	33,857			
18.0098		40	PO8	34,746			
18.4845		41	PO9	35,662			
18.9557	11	42	PO10	36,571	POC scp 41-44		
19.4284		43	PO11	37,483			
19.9063		44	PO12	38,405			
20.3531		45	PO13	39,267			
20.8455	12	46	PO14	40,217	POE scp 46-49		
21.3240		47	PO15	41,140			
21.7972		48	PO16	42,053	POF scp 48-		
22.2658		49	PO17	42,957			
22.7136	13	50	PO18	43,821	POG scp 50-53		
23.1806		51	PO19	44,722			
23.6352		52	PO20	45,599			
24.1001	14	53	PO21	46,496	POH scp 52-55		
24.5562		54	PO22	47,376			
25.0155		55	PO23	48,262			

Further pension bandings:-  
 £43,001 - £60,000 8.5%  
 £60,001 - £85,000 9.9%  
 £85,001 - £100,000 10.5%  
 £100,001 - £150,000 11.4%  
 more than £150,001 12.5%

Notice Periods: Old 1-2 = 1 month = to Band 7  
 SO1-SO2 = 2 months = Band 8  
 POA+ = 3 months = Band 9+

<b>£ per hr</b>	<b>Bands</b>	<b>scp</b>	<b>salary</b>	<b>Pension Band</b>	<b>Contribution %</b>
6.2951	<b>1</b>	4	12,145	<b>Band 1</b>	<b>5.5%</b>
6.3816		5	12,312		
6.4734		6	12,489		
6.6278	<b>2</b>	7	12,787	<b>Band 2</b>	<b>5.8%</b>
6.8362		8	13,189		
7.0435		9	13,589		
7.1913	<b>3</b>	10	13,874	<b>Band 3</b>	<b>5.9%</b>
7.6365		11	14,733		
7.7951		12	15,039		
8.0050		13	15,444		
8.1507	<b>4</b>	14	15,725	<b>Band 3</b>	<b>5.9%</b>
8.3212		15	16,054		
8.5213		16	16,440		
8.7234		17	16,830		
8.8950	<b>5</b>	18	17,161	<b>Band 3</b>	<b>5.9%</b>
9.2272		19	17,802		
9.5647		20	18,453		
9.9135		21	19,126		
10.1701	<b>6</b>	22	19,621	<b>Band 4</b>	<b>6.5%</b>
10.4692		23	20,198		
10.8113		24	20,858		
11.1539		25	21,519		
11.5177	<b>7</b>	26	22,221	<b>Band 4</b>	<b>6.5%</b>
11.8997		27	22,958		
12.2885		28	23,708		
12.7747		29	24,646		
13.2028	<b>8</b>	30	25,472	<b>Band 4</b>	<b>6.5%</b>
13.6195		31	26,276		
14.0218		32	27,052		
14.4349		33	27,849		
14.8428	<b>9</b>	34	28,636	<b>Band 4</b>	<b>6.5%</b>
15.1538		35	29,236		
15.5555		36	30,011		
15.9909	<b>10</b>	37	30,851	<b>Band 5</b>	<b>6.8%</b>
16.4589		38	31,754		
17.0011		39	32,800		
17.4474		40	33,661		
17.9077	<b>11</b>	41	34,549	<b>Band 5</b>	<b>6.8%</b>
18.3643		42	35,430		
18.8220		43	36,313		
19.2849		44	37,206		
19.7182	<b>12</b>	45	38,042	<b>Band 5</b>	<b>6.8%</b>
20.1945		46	38,961		
20.6579		47	39,855		
21.1171		48	40,741		
21.5707	<b>13</b>	49	41,616	<b>Band 6</b>	<b>7.2%</b>
22.0045		50	42,453		
22.4570		51	43,326		
22.8971	<b>14</b>	52	44,175	<b>Band 6</b>	<b>7.2%</b>
23.3480		53	45,045		
23.7896		54	45,897		
24.2344		55	46,755		