

| Grade   | 2019 SCP | 01/04/2023 |                  |                  |              | On Costs from 01/04/2023 |           |              |                       |             |                       |
|---------|----------|------------|------------------|------------------|--------------|--------------------------|-----------|--------------|-----------------------|-------------|-----------------------|
|         |          | Grade Rate | London Weighting | London Weighting | Total Salary | LGPS Ers                 | App Confs | Ers NI Confs | Total Sala inc oncost | Hourly Rate | Hrly Rate with oncost |
| Scale 1 | LLW      | £21,944    | £2,175           | £2,055           | £23,999      | £4,440                   | £120      | £2,057       | £30,615               | £13.15      | £16.78                |
|         | 2        | £23,799    | £2,175           | £2,055           | £25,854      | £4,783                   | £129      | £2,313       | £33,079               | £14.17      | £18.13                |
|         | 3        | £24,183    | £2,175           | £2,055           | £26,238      | £4,854                   | £131      | £2,366       | £33,589               | £14.38      | £18.40                |
| Scale 2 | 3        | £24,183    | £2,175           | £2,055           | £26,238      | £4,854                   | £131      | £2,366       | £33,589               | £14.38      | £18.40                |
|         | 4        | £24,579    | £2,175           | £2,055           | £26,634      | £4,927                   | £133      | £2,420       | £34,115               | £14.59      | £18.69                |
| Scale 3 | 5        | £24,975    | £2,175           | £2,055           | £27,030      | £5,001                   | £135      | £2,475       | £34,641               | £14.81      | £18.98                |
|         | 6        | £25,383    | £2,175           | £2,055           | £27,438      | £5,076                   | £137      | £2,531       | £35,182               | £15.03      | £19.28                |
| Scale 4 | 7        | £25,800    | £2,175           | £2,055           | £27,855      | £5,153                   | £139      | £2,589       | £35,736               | £15.26      | £19.58                |
|         | 8        | £26,217    | £2,175           | £2,055           | £28,272      | £5,230                   | £141      | £2,646       | £36,290               | £15.49      | £19.88                |
|         | 9        | £26,643    | £2,175           | £2,055           | £28,698      | £5,309                   | £143      | £2,705       | £36,856               | £15.72      | £20.19                |
|         | 10       | £27,084    | £2,175           | £2,055           | £29,139      | £5,391                   | £146      | £2,766       | £37,441               | £15.97      | £20.52                |
| Scale 5 | 12       | £27,978    | £2,175           | £2,055           | £30,033      | £5,556                   | £150      | £2,889       | £38,629               | £16.46      | £21.17                |
|         | 13       | £28,440    | £2,175           | £2,055           | £30,495      | £5,642                   | £152      | £2,953       | £39,242               | £16.71      | £21.50                |
|         | 14       | £28,908    | £2,175           | £2,055           | £30,963      | £5,728                   | £155      | £3,018       | £39,864               | £16.97      | £21.84                |
|         | 15       | £29,385    | £2,175           | £2,055           | £31,440      | £5,816                   | £157      | £3,083       | £40,497               | £17.23      | £22.19                |
| Scale 6 | 18       | £30,870    | £2,175           | £2,055           | £32,925      | £6,091                   | £165      | £3,288       | £42,469               | £18.04      | £23.27                |
|         | 19       | £31,383    | £2,175           | £2,055           | £33,438      | £6,186                   | £167      | £3,359       | £43,150               | £18.32      | £23.64                |
|         | 20       | £31,902    | £2,175           | £2,055           | £33,957      | £6,282                   | £170      | £3,431       | £43,840               | £18.61      | £24.02                |
| SO1     | 23       | £33,522    | £2,175           | £2,055           | £35,577      | £6,582                   | £178      | £3,654       | £45,991               | £19.49      | £25.20                |
|         | 24       | £33,990    | £2,175           | £2,055           | £36,045      | £6,668                   | £180      | £3,719       | £46,613               | £19.75      | £25.54                |
|         | 25       | £34,512    | £2,175           | £2,055           | £36,567      | £6,765                   | £183      | £3,791       | £47,306               | £20.04      | £25.92                |
| SO2     | 26       | £35,388    | £2,175           | £2,055           | £37,443      | £6,927                   | £187      | £3,912       | £48,469               | £20.52      | £26.56                |
|         | 27       | £36,309    | £2,175           | £2,055           | £38,364      | £7,097                   | £192      | £4,039       | £49,692               | £21.02      | £27.23                |
|         | 28       | £37,209    | £2,175           | £2,055           | £39,264      | £7,264                   | £196      | £4,163       | £50,887               | £21.51      | £27.88                |
| PO1     | 27       | £36,309    | £2,175           | £2,055           | £38,364      | £7,097                   | £192      | £4,039       | £49,692               | £21.02      | £27.23                |
|         | 28       | £37,209    | £2,175           | £2,055           | £39,264      | £7,264                   | £196      | £4,163       | £50,887               | £21.51      | £27.88                |
|         | 29       | £37,896    | £2,175           | £2,055           | £39,951      | £7,391                   | £200      | £4,258       | £51,800               | £21.89      | £28.38                |
|         | 30       | £38,778    | £2,175           | £2,055           | £40,833      | £7,554                   | £204      | £4,380       | £52,971               | £22.37      | £29.03                |
| PO2     | 29       | £37,896    | £2,175           | £2,055           | £39,951      | £7,391                   | £200      | £4,258       | £51,800               | £21.89      | £28.38                |
|         | 30       | £38,778    | £2,175           | £2,055           | £40,833      | £7,554                   | £204      | £4,380       | £52,971               | £22.37      | £29.03                |
|         | 31       | £39,753    | £2,175           | £2,055           | £41,808      | £7,734                   | £209      | £4,514       | £54,266               | £22.91      | £29.73                |
|         | 32       | £40,785    | £2,175           | £2,055           | £42,840      | £7,925                   | £214      | £4,657       | £55,636               | £23.47      | £30.49                |
| PO3     | 32       | £40,785    | £2,175           | £2,055           | £42,840      | £7,925                   | £214      | £4,657       | £55,636               | £23.47      | £30.49                |
|         | 33       | £41,964    | £2,175           | £2,055           | £44,019      | £8,144                   | £220      | £4,819       | £57,202               | £24.12      | £31.34                |
|         | 34       | £42,966    | £2,175           | £2,055           | £45,021      | £8,329                   | £225      | £4,958       | £58,533               | £24.67      | £32.07                |
|         | 35       | £43,986    | £2,175           | £2,055           | £46,041      | £8,518                   | £230      | £5,098       | £59,887               | £25.23      | £32.81                |
| PO4     | 35       | £43,986    | £2,175           | £2,055           | £46,041      | £8,518                   | £230      | £5,098       | £59,887               | £25.23      | £32.81                |
|         | 36       | £44,985    | £2,175           | £2,055           | £47,040      | £8,702                   | £235      | £5,236       | £61,214               | £25.78      | £33.54                |
|         | 37       | £46,005    | £2,175           | £2,055           | £48,060      | £8,891                   | £240      | £5,377       | £62,568               | £26.33      | £34.28                |
|         | 38       | £47,028    | £2,175           | £2,055           | £49,083      | £9,080                   | £245      | £5,518       | £63,927               | £26.89      | £35.03                |
| PO5     | 38       | £47,028    | £2,175           | £2,055           | £49,083      | £9,080                   | £245      | £5,518       | £63,927               | £26.89      | £35.03                |
|         | 39       | £47,976    | £2,175           | £2,055           | £50,031      | £9,256                   | £250      | £5,649       | £65,186               | £27.41      | £35.72                |
|         | 40       | £49,038    | £2,175           | £2,055           | £51,093      | £9,452                   | £255      | £5,796       | £66,596               | £28.00      | £36.49                |
|         | 41       | £50,061    | £2,175           | £2,055           | £52,116      | £9,641                   | £261      | £5,937       | £67,955               | £28.56      | £37.24                |
| PO6     | 40       | £49,038    | £2,175           | £2,055           | £51,093      | £9,452                   | £255      | £5,796       | £66,596               | £28.00      | £36.49                |
|         | 41       | £50,061    | £2,175           | £2,055           | £52,116      | £9,641                   | £261      | £5,937       | £67,955               | £28.56      | £37.24                |
|         | 42       | £51,081    | £2,175           | £2,055           | £53,136      | £9,830                   | £266      | £6,078       | £69,309               | £29.12      | £37.98                |
|         | 43       | £52,074    | £2,175           | £2,055           | £54,129      | £10,014                  | £271      | £6,215       | £70,628               | £29.66      | £38.70                |
| PO7     | 44       | £53,100    | £2,175           | £2,055           | £55,155      | £10,204                  | £276      | £6,356       | £71,991               | £30.22      | £39.45                |
|         | 45       | £54,117    | £2,175           | £2,055           | £56,172      | £10,392                  | £281      | £6,496       | £73,341               | £30.78      | £40.19                |
|         | 46       | £55,146    | £2,175           | £2,055           | £57,201      | £10,582                  | £286      | £6,638       | £74,708               | £31.34      | £40.94                |
|         | 47       | £56,193    | £2,175           | £2,055           | £58,248      | £10,776                  | £291      | £6,783       | £76,098               | £31.92      | £41.70                |
|         | 49       | £58,413    | £2,175           | £2,055           | £60,468      | £11,186                  | £302      | £7,089       | £79,046               | £33.13      | £43.31                |

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| PO8  | 50 | £59,562 | £2,175 | £2,055 | £61,617 | £11,399 | £308 | £7,248  | £80,572  | £33.76 | £44.15 |
|      | 51 | £60,693 | £2,175 | £2,055 | £62,748 | £11,608 | £314 | £7,404  | £82,074  | £34.38 | £44.97 |
|      | 52 | £61,824 | £2,175 | £2,055 | £63,879 | £11,818 | £319 | £7,560  | £83,576  | £35.00 | £45.80 |
| PO9  | 55 | £65,235 | £2,175 | £2,055 | £67,290 | £12,449 | £336 | £8,031  | £88,106  | £36.87 | £48.28 |
|      | 56 | £66,384 | £2,175 | £2,055 | £68,439 | £12,661 | £342 | £8,189  | £89,632  | £37.50 | £49.11 |
|      | 57 | £67,524 | £2,175 | £2,055 | £69,579 | £12,872 | £348 | £8,347  | £91,146  | £38.13 | £49.94 |
|      | 58 | £68,655 | £2,175 | £2,055 | £70,710 | £13,081 | £354 | £8,503  | £92,648  | £38.75 | £50.77 |
| PO10 | 64 | £77,391 | £2,175 | £2,055 | £79,446 | £14,698 | £397 | £9,708  | £104,249 | £43.53 | £57.12 |
|      | 65 | £79,005 | £2,175 | £2,055 | £81,060 | £14,996 | £405 | £9,931  | £106,392 | £44.42 | £58.30 |
|      | 66 | £80,649 | £2,175 | £2,055 | £82,704 | £15,300 | £414 | £10,158 | £108,576 | £45.32 | £59.49 |
|      | 67 | £82,338 | £2,175 | £2,055 | £84,393 | £15,613 | £422 | £10,391 | £110,819 | £46.24 | £60.72 |