

REED AGENCY CHARGE PAYE WORKER RATE CARD - 23/24 Sussex Pay Rates from August 2023

Staffing Category	Job Categories Encompassed	Pay Grade	Equivalent Hourly Pay Rate 2021/2022	Equivalent Hourly Pay Rate 2022-2023	WTR	ESPO SET STATUTORY COSTS				Total Cost	REED TENDERED RATES				Agency Total Charge ex VAT (direct fill)	Agency Total Charge ex VAT (supply chain fill)	Total Talent Pool Worker Charge ex VAT
						12.07%	Variable	2.40%	0.50%		Direct Fill Agency Fee	Supply Chain Agency Fee	Agency MSP Booking Fee	Talent Pool Worker Fee			
						ENIC £	ENIC%	Pension	AP levy								
Administrative & Casual Roles	Various - GRADE 2	Grade 2 - 01	9.5	£11.70	1.41	1.32	10.1%	0.31	0.05	12.60	0.63	0.63	0.10	0.55	£ 13.33	£ 13.33	£ 13.15
		Grade 2 - 02	0.00	11.95	1.44	1.35	10.1%	0.32	0.05	12.66	0.63	0.63	0.10	0.55	£ 13.39	£ 13.39	£ 13.21
		Grade 2 - 03	0.00	12.19	1.47	1.43	10.5%	0.33	0.05	12.78	0.63	0.63	0.10	0.55	£ 13.51	£ 13.51	£ 13.33
		Grade 2 - 04	0.00	-	-	-	-	-	-	-	0.63	0.63	0.10	0.55	£ 0.73	£ 0.73	£ 0.55
		Grade 2 - 05	0.00	-	-	-	-	-	-	-	0.63	0.63	0.10	0.55	£ 0.73	£ 0.73	£ 0.55
		Grade 2 - 06	0.00	-	-	-	-	-	-	-	0.63	0.63	0.10	0.55	£ 0.73	£ 0.73	£ 0.55
		Grade 2 - 07	0.00	-	-	-	-	-	-	-	0.63	0.63	0.10	0.55	£ 0.73	£ 0.73	£ 0.55
Administrative & Casual Roles	Various - GRADE 3	Grade 3 - 01	10.34	12.19	1.47	1.43	10.5%	0.33	0.07	15.49	0.63	0.63	0.10	0.55	£ 16.22	£ 16.22	£ 16.04
		Grade 3 - 02	10.59	12.49	1.51	1.46	10.5%	0.34	0.07	15.87	0.63	0.63	0.10	0.55	£ 16.60	£ 16.60	£ 16.42
		Grade 3 - 03	10.85	12.78	1.54	1.50	10.5%	0.34	0.07	16.23	0.63	0.63	0.10	0.55	£ 16.96	£ 16.96	£ 16.78
		Grade 3 - 04	11.14	12.93	1.56	1.51	10.5%	0.35	0.07	16.43	0.63	0.63	0.10	0.55	£ 17.16	£ 17.16	£ 16.98
		Grade 3 - 05	11.43	13.24	1.60	1.60	10.8%	0.36	0.07	16.86	0.63	0.63	0.10	0.55	£ 17.59	£ 17.59	£ 17.41
		Grade 3 - 06	11.72	13.56	1.64	1.63	10.8%	0.36	0.08	17.27	0.63	0.63	0.10	0.55	£ 18.00	£ 18.00	£ 17.82
		Grade 3 - 07	12.04	-	-	-	-	-	-	-	0.63	0.63	0.10	0.55	£ 0.73	£ 0.73	£ 0.55
		Grade 3 - 08	12.37	-	-	-	-	-	-	-	0.63	0.63	0.10	0.55	£ 0.73	£ 0.73	£ 0.55
Administrative & Casual Roles	Various - GRADE 4	Grade 4 - 01	11.72	12.93	1.56	1.51	10.5%	0.35	0.07	16.43	0.63	0.63	0.10	0.55	£ 17.16	£ 17.16	£ 16.98
		Grade 4 - 02	12.04	13.24	1.60	1.60	10.8%	0.36	0.07	16.86	0.63	0.63	0.10	0.55	£ 17.59	£ 17.59	£ 17.41
		Grade 4 - 03	12.37	13.56	1.64	1.63	10.8%	0.36	0.08	17.27	0.63	0.63	0.10	0.55	£ 18.00	£ 18.00	£ 17.82
		Grade 4 - 04	12.74	13.93	1.68	1.68	10.8%	0.37	0.08	17.74	0.63	0.63	0.10	0.55	£ 18.47	£ 18.47	£ 18.29
		Grade 4 - 05	13.10	14.32	1.73	1.77	11.1%	0.39	0.08	18.29	0.63	0.63	0.10	0.55	£ 19.02	£ 19.02	£ 18.84
		Grade 4 - 06	13.50	14.74	1.78	1.83	11.1%	0.40	0.08	18.82	0.63	0.63	0.10	0.55	£ 19.55	£ 19.55	£ 19.37
		Grade 4 - 07	13.88	15.15	1.83	1.96	11.6%	0.41	0.08	19.43	0.63	0.63	0.10	0.55	£ 20.16	£ 20.16	£ 19.98
		Grade 4 - 08	14.29	15.6	1.88	2.02	11.6%	0.42	0.09	20.01	0.63	0.63	0.10	0.55	£ 20.74	£ 20.74	£ 20.56
		Grade 4 - 09	14.71	16.06	1.94	2.08	11.6%	0.43	0.09	20.60	0.63	0.63	0.10	0.55	£ 21.33	£ 21.33	£ 21.15
Administrative & Casual Roles	Various- GRADE 5	Grade 5 - 01	13.88	15.15	1.83	1.96	11.6%	0.41	0.08	19.43	0.63	0.63	0.10	0.55	£ 20.16	£ 20.16	£ 19.98
		Grade 5 - 02	14.29	15.6	1.88	2.02	11.6%	0.42	0.09	20.01	0.63	0.63	0.10	0.55	£ 20.74	£ 20.74	£ 20.56
		Grade 5 - 03	14.71	16.06	1.94	2.08	11.6%	0.43	0.09	20.60	0.63	0.63	0.10	0.55	£ 21.33	£ 21.33	£ 21.15
		Grade 5 - 04	15.15	16.54	2.00	2.14	11.6%	0.44	0.09	21.21	0.63	0.63	0.10	0.55	£ 21.94	£ 21.94	£ 21.76
		Grade 5 - 05	15.60	17.03	2.06	2.20	11.6%	0.46	0.10	21.84	0.63	0.63	0.10	0.55	£ 22.57	£ 22.57	£ 22.39
		Grade 5 - 06	16.07	17.38	2.10	2.25	11.6%	0.47	0.10	22.29	0.63	0.63	0.10	0.55	£ 23.02	£ 23.02	£ 22.84
		Grade 5 - 07	16.55	17.9	2.16	2.42	12.1%	0.48	0.10	23.06	0.63	0.63	0.10	0.55	£ 23.79	£ 23.79	£ 23.61
		Grade 5 - 08	17.04	18.43	2.22	2.49	12.1%	0.50	0.10	23.74	0.63	0.63	0.10	0.55	£ 24.47	£ 24.47	£ 24.29
		Grade 5 - 09	17.55	18.98	2.29	2.56	12.1%	0.51	0.11	24.45	0.63	0.63	0.10	0.55	£ 25.18	£ 25.18	£ 25.00
		Grade 5 - 10	18.07	19.55	2.36	2.64	12.1%	0.53	0.11	25.19	0.63	0.63	0.10	0.55	£ 25.91	£ 25.91	£ 25.74
Professional & Technical Roles	Estates - GRADE 6	Grade 6 - 01	16.07	17.38	2.10	2.25	11.6%	0.47	0.10	22.29	1.40	1.40	0.10	0.55	£ 23.79	£ 23.79	£ 22.84
		Grade 6 - 02	16.55	17.9	2.16	2.42	12.1%	0.48	0.10	23.06	1.40	1.40	0.10	0.55	£ 24.56	£ 24.56	£ 23.61
		Grade 6 - 03	17.04	18.43	2.22	2.49	12.1%	0.50	0.10	23.74	1.40	1.40	0.10	0.55	£ 25.24	£ 25.24	£ 24.29
		Grade 6 - 04	17.55	18.98	2.29	2.56	12.1%	0.51	0.11	24.45	1.40	1.40	0.10	0.55	£ 25.95	£ 25.95	£ 25.00
		Grade 6 - 05	18.07	19.55	2.36	2.64	12.1%	0.53	0.11	25.19	1.40	1.40	0.10	0.55	£ 26.69	£ 26.69	£ 25.74
		Grade 6 - 06	18.12	19.59	2.36	2.65	12.1%	0.53	0.11	25.24	1.40	1.40	0.10	0.55	£ 26.74	£ 26.74	£ 25.79
		Grade 6 - 07	18.66	20.18	2.44	2.86	12.7%	0.54	0.11	26.13	1.40	1.40	0.10	0.55	£ 27.63	£ 27.63	£ 26.68
		Grade 6 - 08	19.21	20.78	2.51	2.95	12.7%	0.56	0.12	26.91	1.40	1.40	0.10	0.55	£ 28.41	£ 28.41	£ 27.46
Professional & Technical Roles	Estates - GRADE 7	Grade 7 - 01	17.59	19.03	2.30	2.57	12.1%	0.51	0.11	24.52	1.58	1.58	0.10	0.55	£ 26.20	£ 26.20	£ 25.07
		Grade 7 - 02	18.12	19.59	2.36	2.65	12.1%	0.53	0.11	25.24	1.58	1.58	0.10	0.55	£ 26.92	£ 26.92	£ 25.79
		Grade 7 - 03	18.66	20.18	2.44	2.86	12.7%	0.54	0.11	26.13	1.58	1.58	0.10	0.55	£ 27.81	£ 27.81	£ 26.68
		Grade 7 - 04	19.21	20.78	2.51	2.95	12.7%	0.56	0.12	26.91	1.58	1.58	0.10	0.55	£ 28.59	£ 28.59	£ 27.46
		Grade 7 - 05	19.79	21.4	2.58	3.03	12.7%	0.58	0.12	27.71	1.58	1.58	0.10	0.55	£ 29.39	£ 29.39	£ 28.26
		Grade 7 - 06	20.38	22.04	2.66	3.12	12.7%	0.59	0.12	28.54	1.58	1.58	0.10	0.55	£ 30.22	£ 30.22	£ 29.09
		Grade 7 - 07	20.99	22.7	2.74	3.22	12.7%	0.61	0.13	29.40	1.58	1.58	0.10	0.55	£ 31.08	£ 31.08	£ 29.95
		Grade 7 - 08	21.61	23.38	2.82	3.31	12.7%	0.63	0.13	30.28	1.58	1.58	0.10	0.55	£ 31.96	£ 31.96	£ 30.83
		Grade 7 - 09	22.27	24.09	2.91	3.42	12.7%	0.65	0.13	31.20	1.58	1.58	0.10	0.55	£ 32.88	£ 32.88	£ 31.75
		Grade 7 - 10	22.93	24.79	2.99	3.51	12.7%	0.67	0.14	32.10	1.58	1.58	0.10	0.55	£ 33.78	£ 33.78	£ 32.65
Professional & Technical Roles	Estates - GRADE 8	Grade 8 - 01	21.61	23.38	2.82	3.31	12.7%	0.63	0.13	30.28	1.58	1.58	0.10	0.55	£ 31.96	£ 31.96	£ 30.83
		Grade 8 - 02	22.27	24.09	2.91	3.42	12.7%	0.65	0.13	31.20	1.58	1.58	0.10	0.55	£ 32.88	£ 32.88	£ 31.75
		Grade 8 - 03	22.93	24.79	2.99	3.51	12.7%	0.67	0.14	32.10	1.58	1.58	0.10	0.55	£ 33.78	£ 33.78	£ 32.65
		Grade 8 - 04	23.61	25.54	3.08	3.74	13.1%	0.69	0.14	33.19	1.58	1.58	0.10	0.55	£ 34.87	£ 34.87	£ 33.74
		Grade 8 - 05	24.32	26.3	3.17	3.85	13.1%	0.71	0.15	34.18	1.58	1.58	0.10	0.55	£ 35.86	£ 35.86	£ 34.73
		Grade 8 - 06	25.04	27.08	3.27	3.96	13.1%	0.73	0.15	35.19	1.58	1.58	0.10	0.55	£ 36.87	£ 36.87	£ 35.74
		Grade 8 - 07	25.79	27.89	3.37	4.08	13.1%	0.75	0.16	36.24	1.58	1.58	0.10	0.55	£ 37.92	£ 37.92	£ 36.79
		Grade 8 - 08	26.56	28.73	3.47	4.20	13.1%	0.77	0.16	37.33	1.58	1.58	0.10	0.55	£ 39.01	£ 39.01	£ 37.88
		Grade 8 - 09	27.36	29.59	3.57	4.33	13.1%	0.80	0.17	38.45	1.58	1.58	0.10	0.55	£ 40.13	£ 40.13	£ 39.00
		Grade 8 - 10	28.18	30.47	3.68	4.63	13.6%	0.82	0.17	39.77	1.58	1.58	0.10	0.55	£ 41.45	£ 41.45	£ 40.32
		Grade 8 - 11	29.02	31.38	3.79	4.77	13.6%	0.84	0.18	40.95	1.58	1.58	0.10	0.55	£ 42.63	£ 42.63	£ 41.50
Professional & Technical Roles	Estates - GRADE 9	Grade 9 - 01	26.56	28.73	3.47	4.20	13.1%	0.77	0.16	37.33	1.90	1.90	0.10	0.55	£ 39.33	£ 39.33	£ 37.88

		Grade 9 - 02	27.36	29.59	3.57	4.33	13.1%	0.80	0.17	38.45	1.90	1.90	0.10	0.55	£	40.45	£	40.45	£	39.00		
		Grade 9 - 03	28.18	30.47	3.68	4.63	13.6%	0.82	0.17	39.77	1.90	1.90	0.10	0.55	£	41.77	£	41.77	£	40.32		
		Grade 9 - 04	29.02	31.38	3.79	4.77	13.6%	0.84	0.18	40.95	1.90	1.90	0.10	0.55	£	42.95	£	42.95	£	41.50		
		Grade 9 - 05	30.78	33.29	4.02	5.06	13.6%	0.90	0.19	43.45	1.90	1.90	0.10	0.55	£	45.45	£	45.45	£	44.00		
		Grade 9 - 06	31.70	34.29	4.14	5.21	13.6%	0.92	0.19	44.75	1.90	1.90	0.10	0.55	£	46.75	£	46.75	£	45.30		
		Grade 9 - 07	32.65	35.31	4.26	5.36	13.6%	0.95	0.20	46.08	1.90	1.90	0.10	0.55	£	48.08	£	48.08	£	46.63		
		Grade 9 - 08	33.63	36.37	4.39	5.52	13.6%	0.98	0.20	47.46	1.90	1.90	0.10	0.55	£	49.46	£	49.46	£	48.01		
		Grade 9 - 09	34.63	37.46	4.52	5.69	13.6%	1.01	0.21	48.89	1.90	1.90	0.10	0.55	£	50.89	£	50.89	£	49.44		
Professional & Technical Roles	Finance - GRADE 6	Grade 6 - 01	16.07	17.38	2.10	2.25	11.6%	0.47	0.10	22.29	1.40	1.40	0.10	0.55	£	23.79	£	23.79	£	22.84		
		Grade 6 - 02	16.55	17.9	2.16	2.42	12.1%	0.48	0.10	23.06	1.40	1.40	0.10	0.55	£	24.56	£	24.56	£	23.61		
		Grade 6 - 03	17.04	18.43	2.22	2.49	12.1%	0.50	0.10	23.74	1.40	1.40	0.10	0.55	£	25.24	£	25.24	£	24.29		
		Grade 6 - 04	17.55	18.98	2.29	2.56	12.1%	0.51	0.11	24.45	1.40	1.40	0.10	0.55	£	25.95	£	25.95	£	25.00		
		Grade 6 - 05	18.07	19.55	2.36	2.64	12.1%	0.53	0.11	25.19	1.40	1.40	0.10	0.55	£	26.69	£	26.69	£	25.74		
		Grade 6 - 06	18.12	19.59	2.36	2.65	12.1%	0.53	0.11	25.24	1.40	1.40	0.10	0.55	£	26.74	£	26.74	£	25.79		
		Grade 6 - 07	18.66	20.18	2.44	2.86	12.7%	0.54	0.11	26.13	1.40	1.40	0.10	0.55	£	27.63	£	27.63	£	26.68		
		Grade 6 - 08	19.21	20.78	2.51	2.95	12.7%	0.56	0.12	26.91	1.40	1.40	0.10	0.55	£	28.41	£	28.41	£	27.46		
Professional & Technical Roles	Finance - GRADE 7	Grade 7 - 01	17.59	19.03	2.30	2.57	12.1%	0.51	0.11	24.52	1.70	1.70	0.10	0.55	£	26.32	£	26.32	£	25.07		
		Grade 7 - 02	18.12	19.59	2.36	2.65	12.1%	0.53	0.11	25.24	1.70	1.70	0.10	0.55	£	27.04	£	27.04	£	25.79		
		Grade 7 - 03	18.66	20.18	2.44	2.86	12.7%	0.54	0.11	26.13	1.70	1.70	0.10	0.55	£	27.93	£	27.93	£	26.68		
		Grade 7 - 04	19.21	20.78	2.51	2.95	12.7%	0.56	0.12	26.91	1.70	1.70	0.10	0.55	£	28.71	£	28.71	£	27.46		
		Grade 7 - 05	19.79	21.4	2.58	3.03	12.7%	0.58	0.12	27.71	1.70	1.70	0.10	0.55	£	29.51	£	29.51	£	28.26		
		Grade 7 - 06	20.38	22.04	2.66	3.12	12.7%	0.59	0.12	28.54	1.70	1.70	0.10	0.55	£	30.34	£	30.34	£	29.09		
		Grade 7 - 07	20.99	22.7	2.74	3.22	12.7%	0.61	0.13	29.40	1.70	1.70	0.10	0.55	£	31.20	£	31.20	£	29.95		
		Grade 7 - 08	21.61	23.38	2.82	3.31	12.7%	0.63	0.13	30.28	1.70	1.70	0.10	0.55	£	32.08	£	32.08	£	30.83		
		Grade 7 - 09	22.27	24.09	2.91	3.42	12.7%	0.65	0.13	31.20	1.70	1.70	0.10	0.55	£	33.00	£	33.00	£	31.75		
		Grade 7 - 10	22.93	24.79	2.99	3.51	12.7%	0.67	0.14	32.10	1.70	1.70	0.10	0.55	£	33.90	£	33.90	£	32.65		
Professional & Technical Roles	Finance - GRADE 8	Grade 8 - 01	21.61	23.38	2.82	3.31	12.7%	0.63	0.13	30.28	1.70	1.70	0.10	0.55	£	32.08	£	32.08	£	30.83		
		Grade 8 - 02	22.27	24.09	2.91	3.42	12.7%	0.65	0.13	31.20	1.70	1.70	0.10	0.55	£	33.00	£	33.00	£	31.75		
		Grade 8 - 03	22.93	24.79	2.99	3.51	12.7%	0.67	0.14	32.10	1.70	1.70	0.10	0.55	£	33.90	£	33.90	£	32.65		
		Grade 8 - 04	23.61	25.54	3.08	3.74	13.1%	0.69	0.14	33.19	1.70	1.70	0.10	0.55	£	34.99	£	34.99	£	33.74		
		Grade 8 - 05	24.32	26.3	3.17	3.85	13.1%	0.71	0.15	34.18	1.70	1.70	0.10	0.55	£	35.98	£	35.98	£	34.73		
		Grade 8 - 06	25.04	27.08	3.27	3.96	13.1%	0.73	0.15	35.19	1.70	1.70	0.10	0.55	£	36.99	£	36.99	£	35.74		
		Grade 8 - 07	25.79	27.89	3.37	4.08	13.1%	0.75	0.16	36.24	1.70	1.70	0.10	0.55	£	38.04	£	38.04	£	36.79		
		Grade 8 - 08	26.56	28.73	3.47	4.20	13.1%	0.77	0.16	37.33	1.70	1.70	0.10	0.55	£	39.13	£	39.13	£	37.88		
		Grade 8 - 09	27.36	29.59	3.57	4.33	13.1%	0.80	0.17	38.45	1.70	1.70	0.10	0.55	£	40.25	£	40.25	£	39.00		
		Grade 8 - 10	28.18	30.47	3.68	4.63	13.6%	0.82	0.17	39.77	1.70	1.70	0.10	0.55	£	41.57	£	41.57	£	40.32		
		Grade 8 - 11	29.02	31.38	3.79	4.77	13.6%	0.84	0.18	40.95	1.70	1.70	0.10	0.55	£	42.75	£	42.75	£	41.50		
Professional & Technical Roles	Finance - GRADE 9	Grade 9 - 01	26.56	28.73	3.47	4.20	13.1%	0.77	0.16	37.33	1.90	1.90	0.10	0.55	£	39.33	£	39.33	£	37.88		
		Grade 9 - 02	27.36	29.59	3.57	4.33	13.1%	0.80	0.17	38.45	1.90	1.90	0.10	0.55	£	40.45	£	40.45	£	39.00		
		Grade 9 - 03	28.18	30.47	3.68	4.63	13.6%	0.82	0.17	39.77	1.90	1.90	0.10	0.55	£	41.77	£	41.77	£	40.32		
		Grade 9 - 04	29.02	31.38	3.79	4.77	13.6%	0.84	0.18	40.95	1.90	1.90	0.10	0.55	£	42.95	£	42.95	£	41.50		
		Grade 9 - 05	30.78	33.29	4.02	5.06	13.6%	0.90	0.19	43.45	1.90	1.90	0.10	0.55	£	45.45	£	45.45	£	44.00		
		Grade 9 - 06	31.70	34.29	4.14	5.21	13.6%	0.92	0.19	44.75	1.90	1.90	0.10	0.55	£	46.75	£	46.75	£	45.30		
		Grade 9 - 07	32.65	35.31	4.26	5.36	13.6%	0.95	0.20	46.08	1.90	1.90	0.10	0.55	£	48.08	£	48.08	£	46.63		
		Grade 9 - 08	33.63	36.37	4.39	5.52	13.6%	0.98	0.20	47.46	1.90	1.90	0.10	0.55	£	49.46	£	49.46	£	48.01		
		Grade 9 - 09	34.63	37.46	4.52	5.69	13.6%	1.01	0.21	48.89	1.90	1.90	0.10	0.55	£	50.89	£	50.89	£	49.44		
		Professional & Technical Roles	Human Resources - GRADE 6	Grade 6 - 01	16.07	17.38	2.10	2.25	11.6%	0.47	0.10	22.29	1.40	1.40	0.10	0.55	£	23.79	£	23.79	£	22.84
				Grade 6 - 02	16.55	17.9	2.16	2.42	12.1%	0.48	0.10	23.06	1.40	1.40	0.10	0.55	£	24.56	£	24.56	£	23.61
Grade 6 - 03	17.04			18.43	2.22	2.49	12.1%	0.50	0.10	23.74	1.40	1.40	0.10	0.55	£	25.24	£	25.24	£	24.29		
Grade 6 - 04	17.55			18.98	2.29	2.56	12.1%	0.51	0.11	24.45	1.40	1.40	0.10	0.55	£	25.95	£	25.95	£	25.00		
Grade 6 - 05	18.07			19.55	2.36	2.64	12.1%	0.53	0.11	25.19	1.40	1.40	0.10	0.55	£	26.69	£	26.69	£	25.74		
Grade 6 - 06	18.12			19.59	2.36	2.65	12.1%	0.53	0.11	25.24	1.40	1.40	0.10	0.55	£	26.74	£	26.74	£	25.79		
Grade 6 - 07	18.66			20.18	2.44	2.86	12.7%	0.54	0.11	26.13	1.40	1.40	0.10	0.55	£	27.63	£	27.63	£	26.68		
Grade 6 - 08	19.21			20.78	2.51	2.95	12.7%	0.56	0.12	26.91	1.40	1.40	0.10	0.55	£	28.41	£	28.41	£	27.46		
Professional & Technical Roles	Human Resources - GRADE 7			Grade 7 - 01	17.59	19.03	2.30	2.57	12.1%	0.51	0.11	24.52	1.70	1.70	0.10	0.55	£	26.32	£	26.32	£	25.07
				Grade 7 - 02	18.12	19.59	2.36	2.65	12.1%	0.53	0.11	25.24	1.70	1.70	0.10	0.55	£	27.04	£	27.04	£	25.79
		Grade 7 - 03	18.66	20.18	2.44	2.86	12.7%	0.54	0.11	26.13	1.70	1.70	0.10	0.55	£	27.93	£	27.93	£	26.68		
		Grade 7 - 04	19.21	20.78	2.51	2.95	12.7%	0.56	0.12	26.91	1.70	1.70	0.10	0.55	£	28.71	£	28.71	£	27.46		
		Grade 7 - 05	19.79	21.4	2.58	3.03	12.7%	0.58	0.12	27.71	1.70	1.70	0.10	0.55	£	29.51	£	29.51	£	28.26		
		Grade 7 - 06	20.38	22.04	2.66	3.12	12.7%	0.59	0.12	28.54	1.70	1.70	0.10	0.55	£	30.34	£	30.34	£	29.09		
		Grade 7 - 07	20.99	22.7	2.74	3.22	12.7%	0.61	0.13	29.40	1.70	1.70	0.10	0.55	£	31.20	£	31.20	£	29.95		
		Grade 7 - 08	21.61	23.38	2.82	3.31	12.7%	0.63	0.13	30.28	1.70	1.70	0.10	0.55	£	32.08	£	32.08	£	30.83		
		Grade 7 - 09	22.27	24.09	2.91	3.42	12.7%	0.65	0.13	31.20	1.70	1.70	0.10	0.55	£	33.00	£	33.00	£	31.75		
		Grade 7 - 10	22.93	24.79	2.99	3.51	12.7%	0.67	0.14	32.10	1.70	1.70	0.10	0.55	£	33.90	£	33.90	£	32.65		
Professional & Technical Roles	Human Resources - GRADE 8	Grade 8 - 01	21.61	23.38	2.82	3.31	12.7%	0.63	0.13	30.28	1.70	1.70	0.10	0.55	£	32.08	£	32.08	£	30.83		
		Grade 8 - 02	22.27	24.09	2.91	3.42	12.7%	0.65	0.13	31.20	1.70	1.70	0.10	0.55	£	33.00	£	33.00	£	31.75		
		Grade 8 - 03	22.93	24.79	2.99	3.51	12.7%	0.67	0.14	32.10	1.70	1.70	0.10	0.55	£	33.90	£	33.90	£	32.65		
		Grade 8 - 04	23.61	25.54	3.08	3.74	13.1%	0.69	0.14	33.19	1.70	1.70	0.10	0.55	£	34.99	£	34.99	£	33.74		
		Grade 8 - 05	24.32	26.3	3.17	3.85	13.1%	0.71	0.15	34.18	1.70	1.70	0.10									

		Grade 8 - 10	28.18	30.47	3.68	4.63	13.6%	0.82	0.17	39.77	1.70	1.70	0.10	0.55	£	41.57	£	41.57	£	40.32		
		Grade 8 - 11	29.02	31.38	3.79	4.77	13.6%	0.84	0.18	40.95	1.70	1.70	0.10	0.55	£	42.75	£	42.75	£	41.50		
Professional & Technical Roles	Human Resources - GRADE 9	Grade 9 - 01	26.56	28.73	3.47	4.20	13.1%	0.77	0.16	37.33	1.90	1.90	0.10	0.55	£	39.33	£	39.33	£	37.88		
		Grade 9 - 02	27.36	29.59	3.57	4.33	13.1%	0.80	0.17	38.45	1.90	1.90	0.10	0.55	£	40.45	£	40.45	£	39.00		
		Grade 9 - 03	28.18	30.47	3.68	4.63	13.6%	0.82	0.17	39.77	1.90	1.90	0.10	0.55	£	41.77	£	41.77	£	40.32		
		Grade 9 - 04	29.02	31.38	3.79	4.77	13.6%	0.84	0.18	40.95	1.90	1.90	0.10	0.55	£	42.95	£	42.95	£	41.50		
		Grade 9 - 05	30.78	33.29	4.02	5.06	13.6%	0.90	0.19	43.45	1.90	1.90	0.10	0.55	£	45.45	£	45.45	£	44.00		
		Grade 9 - 06	31.70	34.29	4.14	5.21	13.6%	0.92	0.19	44.75	1.90	1.90	0.10	0.55	£	46.75	£	46.75	£	45.30		
		Grade 9 - 07	32.65	35.31	4.26	5.36	13.6%	0.95	0.20	46.08	1.90	1.90	0.10	0.55	£	48.08	£	48.08	£	46.63		
		Grade 9 - 08	33.63	36.37	4.39	5.52	13.6%	0.98	0.20	47.46	1.90	1.90	0.10	0.55	£	49.46	£	49.46	£	48.01		
		Grade 9 - 09	34.63	37.46	4.52	5.69	13.6%	1.01	0.21	48.89	1.90	1.90	0.10	0.55	£	50.89	£	50.89	£	49.44		
		Professional & Technical Roles	Information Technology - GRADE 6	Grade 6 - 01	16.07	17.38	2.10	2.25	11.6%	0.47	0.10	22.29	1.70	1.70	0.10	0.55	£	24.09	£	24.09	£	22.84
Grade 6 - 02	16.55			17.9	2.16	2.42	12.1%	0.48	0.10	23.06	1.70	1.70	0.10	0.55	£	24.86	£	24.86	£	23.61		
Grade 6 - 03	17.04			18.43	2.22	2.49	12.1%	0.50	0.10	23.74	1.70	1.70	0.10	0.55	£	25.54	£	25.54	£	24.29		
Grade 6 - 04	17.55			18.98	2.29	2.56	12.1%	0.51	0.11	24.45	1.70	1.70	0.10	0.55	£	26.25	£	26.25	£	25.00		
Grade 6 - 05	18.07			19.55	2.36	2.64	12.1%	0.53	0.11	25.19	1.70	1.70	0.10	0.55	£	26.99	£	26.99	£	25.74		
Grade 6 - 06	18.12			19.59	2.36	2.65	12.1%	0.53	0.11	25.24	1.70	1.70	0.10	0.55	£	27.04	£	27.04	£	25.79		
Grade 6 - 07	18.66			20.18	2.44	2.86	12.7%	0.54	0.11	26.13	1.70	1.70	0.10	0.55	£	27.93	£	27.93	£	26.68		
Grade 6 - 08	19.21			20.78	2.51	2.95	12.7%	0.56	0.12	26.91	1.70	1.70	0.10	0.55	£	28.71	£	28.71	£	27.46		
Grade 7 - 01	17.59			19.03	2.30	2.57	12.1%	0.51	0.11	24.52	1.70	1.70	0.10	0.55	£	26.32	£	26.32	£	25.07		
Grade 7 - 02	18.12			19.59	2.36	2.65	12.1%	0.53	0.11	25.24	1.70	1.70	0.10	0.55	£	27.04	£	27.04	£	25.79		
Professional & Technical Roles	Information Technology - GRADE 7	Grade 7 - 03	18.66	20.18	2.44	2.86	12.7%	0.54	0.11	26.13	1.70	1.70	0.10	0.55	£	27.93	£	27.93	£	26.68		
		Grade 7 - 04	19.21	20.78	2.51	2.95	12.7%	0.56	0.12	26.91	1.70	1.70	0.10	0.55	£	28.71	£	28.71	£	27.46		
		Grade 7 - 05	19.79	21.4	2.58	3.03	12.7%	0.58	0.12	27.71	1.70	1.70	0.10	0.55	£	29.51	£	29.51	£	28.26		
		Grade 7 - 06	20.38	22.04	2.66	3.12	12.7%	0.59	0.12	28.54	1.70	1.70	0.10	0.55	£	30.34	£	30.34	£	29.09		
		Grade 7 - 07	20.99	22.7	2.74	3.22	12.7%	0.61	0.13	29.40	1.70	1.70	0.10	0.55	£	31.20	£	31.20	£	29.95		
		Grade 7 - 08	21.61	23.38	2.82	3.31	12.7%	0.63	0.13	30.28	1.70	1.70	0.10	0.55	£	32.08	£	32.08	£	30.83		
		Grade 7 - 09	22.27	24.09	2.91	3.42	12.7%	0.65	0.13	31.20	1.70	1.70	0.10	0.55	£	33.00	£	33.00	£	31.75		
		Grade 7 - 10	22.93	24.79	2.99	3.51	12.7%	0.67	0.14	32.10	1.70	1.70	0.10	0.55	£	33.90	£	33.90	£	32.65		
		Professional & Technical Roles	Information Technology - GRADE 8	Grade 8 - 01	21.61	23.38	2.82	3.31	12.7%	0.63	0.13	30.28	1.70	1.70	0.10	0.55	£	32.08	£	32.08	£	30.83
				Grade 8 - 02	22.27	24.09	2.91	3.42	12.7%	0.65	0.13	31.20	1.70	1.70	0.10	0.55	£	33.00	£	33.00	£	31.75
Grade 8 - 03	22.93			24.79	2.99	3.51	12.7%	0.67	0.14	32.10	1.70	1.70	0.10	0.55	£	33.90	£	33.90	£	32.65		
Grade 8 - 04	23.61			25.54	3.08	3.74	13.1%	0.69	0.14	33.19	1.70	1.70	0.10	0.55	£	34.99	£	34.99	£	33.74		
Grade 8 - 05	24.32			26.3	3.17	3.85	13.1%	0.71	0.15	34.18	1.70	1.70	0.10	0.55	£	35.98	£	35.98	£	34.73		
Grade 8 - 06	25.04			27.08	3.27	3.96	13.1%	0.73	0.15	35.19	1.70	1.70	0.10	0.55	£	36.99	£	36.99	£	35.74		
Grade 8 - 07	25.79			27.89	3.37	4.08	13.1%	0.75	0.16	36.24	1.70	1.70	0.10	0.55	£	38.04	£	38.04	£	36.79		
Grade 8 - 08	26.56			28.73	3.47	4.20	13.1%	0.77	0.16	37.33	1.70	1.70	0.10	0.55	£	39.13	£	39.13	£	37.88		
Grade 8 - 09	27.36			29.59	3.57	4.33	13.1%	0.80	0.17	38.45	1.70	1.70	0.10	0.55	£	40.25	£	40.25	£	39.00		
Grade 8 - 10	28.18			30.47	3.68	4.63	13.6%	0.82	0.17	39.77	1.70	1.70	0.10	0.55	£	41.57	£	41.57	£	40.32		
Professional & Technical Roles	Information Technology - GRADE 9	Grade 8 - 11	29.02	31.38	3.79	4.77	13.6%	0.84	0.18	40.95	1.70	1.70	0.10	0.55	£	42.75	£	42.75	£	41.50		
		Grade 9 - 01	26.56	28.73	3.47	4.20	13.1%	0.77	0.16	37.33	2.00	2.00	0.10	0.55	£	39.43	£	39.43	£	37.88		
		Grade 9 - 02	27.36	29.59	3.57	4.33	13.1%	0.80	0.17	38.45	2.00	2.00	0.10	0.55	£	40.55	£	40.55	£	39.00		
		Grade 9 - 03	28.18	30.47	3.68	4.63	13.6%	0.82	0.17	39.77	2.00	2.00	0.10	0.55	£	41.87	£	41.87	£	40.32		
		Grade 9 - 04	29.02	31.38	3.79	4.77	13.6%	0.84	0.18	40.95	2.00	2.00	0.10	0.55	£	43.05	£	43.05	£	41.50		
		Grade 9 - 05	30.78	33.29	4.02	5.06	13.6%	0.90	0.19	43.45	2.00	2.00	0.10	0.55	£	45.55	£	45.55	£	44.00		
		Grade 9 - 06	31.70	34.29	4.14	5.21	13.6%	0.92	0.19	44.75	2.00	2.00	0.10	0.55	£	46.85	£	46.85	£	45.30		
		Grade 9 - 07	32.65	35.31	4.26	5.36	13.6%	0.95	0.20	46.08	2.00	2.00	0.10	0.55	£	48.18	£	48.18	£	46.63		
		Grade 9 - 08	33.63	36.37	4.39	5.52	13.6%	0.98	0.20	47.46	2.00	2.00	0.10	0.55	£	49.56	£	49.56	£	48.01		
		Grade 9 - 09	34.63	37.46	4.52	5.69	13.6%	1.01	0.21	48.89	2.00	2.00	0.10	0.55	£	50.99	£	50.99	£	49.44		
Professional & Technical Roles	Legal - GRADE 6	Grade 6 - 01	16.07	17.38	2.10	2.25	11.6%	0.47	0.10	22.29	1.70	1.70	0.10	0.55	£	24.09	£	24.09	£	22.84		
		Grade 6 - 02	16.55	17.9	2.16	2.42	12.1%	0.48	0.10	23.06	1.70	1.70	0.10	0.55	£	24.86	£	24.86	£	23.61		
		Grade 6 - 03	17.04	18.43	2.22	2.49	12.1%	0.50	0.10	23.74	1.70	1.70	0.10	0.55	£	25.54	£	25.54	£	24.29		
		Grade 6 - 04	17.55	18.98	2.29	2.56	12.1%	0.51	0.11	24.45	1.70	1.70	0.10	0.55	£	26.25	£	26.25	£	25.00		
		Grade 6 - 05	18.07	19.55	2.36	2.64	12.1%	0.53	0.11	25.19	1.70	1.70	0.10	0.55	£	26.99	£	26.99	£	25.74		
		Grade 6 - 06	18.12	19.59	2.36	2.65	12.1%	0.53	0.11	25.24	1.70	1.70	0.10	0.55	£	27.04	£	27.04	£	25.79		
		Grade 6 - 07	18.66	20.18	2.44	2.86	12.7%	0.54	0.11	26.13	1.70	1.70	0.10	0.55	£	27.93	£	27.93	£	26.68		
		Grade 6 - 08	19.21	20.78	2.51	2.95	12.7%	0.56	0.12	26.91	1.70	1.70	0.10	0.55	£	28.71	£	28.71	£	27.46		
		Professional & Technical Roles	Legal - GRADE 7	Grade 7 - 01	17.59	19.03	2.30	2.57	12.1%	0.51	0.11	24.52	2.05	2.05	0.10	0.55	£	26.67	£	26.67	£	25.07
				Grade 7 - 02	18.12	19.59	2.36	2.65	12.1%	0.53	0.11	25.24	2.05	2.05	0.10	0.55	£	27.39	£	27.39	£	25.79
Grade 7 - 03	18.66			20.18	2.44	2.86	12.7%	0.54	0.11	26.13	2.05	2.05	0.10	0.55	£	28.28	£	28.28	£	26.68		
Grade 7 - 04	19.21			20.78	2.51	2.95	12.7%	0.56	0.12	26.91	2.05	2.05	0.10	0.55	£	29.06	£	29.06	£	27.46		
Grade 7 - 05	19.79			21.4	2.58	3.03	12.7%	0.58	0.12													

		Grade 8 - 07	25.79	27.89	3.37	4.08	13.1%	0.75	0.16	36.24	2.55	2.55	0.10	0.55	£	38.89	£	38.89	£	36.79
		Grade 8 - 08	26.56	28.73	3.47	4.20	13.1%	0.77	0.16	37.33	2.55	2.55	0.10	0.55	£	39.98	£	39.98	£	37.88
		Grade 8 - 09	27.36	29.59	3.57	4.33	13.1%	0.80	0.17	38.45	2.55	2.55	0.10	0.55	£	41.10	£	41.10	£	39.00
		Grade 8 - 10	28.18	30.47	3.68	4.63	13.6%	0.82	0.17	39.77	2.55	2.55	0.10	0.55	£	42.42	£	42.42	£	40.32
		Grade 8 - 11	29.02	31.38	3.79	4.77	13.6%	0.84	0.18	40.95	2.55	2.55	0.10	0.55	£	43.60	£	43.60	£	41.50
Professional & Technical Roles	Legal - GRADE 9	Grade 9 - 01	26.56	28.73	3.47	4.20	13.1%	0.77	0.16	37.33	2.55	2.55	0.10	0.55	£	39.98	£	39.98	£	37.88
		Grade 9 - 02	27.36	29.59	3.57	4.33	13.1%	0.80	0.17	38.45	2.55	2.55	0.10	0.55	£	41.10	£	41.10	£	39.00
		Grade 9 - 03	28.18	30.47	3.68	4.63	13.6%	0.82	0.17	39.77	2.55	2.55	0.10	0.55	£	42.42	£	42.42	£	40.32
		Grade 9 - 04	29.02	31.38	3.79	4.77	13.6%	0.84	0.18	40.95	2.55	2.55	0.10	0.55	£	43.60	£	43.60	£	41.50
		Grade 9 - 05	30.78	33.29	4.02	5.06	13.6%	0.90	0.19	43.45	2.55	2.55	0.10	0.55	£	46.10	£	46.10	£	44.00
		Grade 9 - 06	31.70	34.29	4.14	5.21	13.6%	0.92	0.19	44.75	2.55	2.55	0.10	0.55	£	47.40	£	47.40	£	45.30
		Grade 9 - 07	32.65	35.31	4.26	5.36	13.6%	0.95	0.20	46.08	2.55	2.55	0.10	0.55	£	48.73	£	48.73	£	46.63
		Grade 9 - 08	33.63	36.37	4.39	5.52	13.6%	0.98	0.20	47.46	2.55	2.55	0.10	0.55	£	50.11	£	50.11	£	48.01
		Grade 9 - 09	34.63	37.46	4.52	5.69	13.6%	1.01	0.21	48.89	2.55	2.55	0.10	0.55	£	51.54	£	51.54	£	49.44
Professional & Technical Roles	Life Sciences - GRADE 6	Grade 6 - 01	16.07	17.38	2.10	2.25	11.6%	0.47	0.10	22.29	1.50	1.50	0.10	0.55	£	23.89	£	23.89	£	22.84
		Grade 6 - 02	16.55	17.9	2.16	2.42	12.1%	0.48	0.10	23.06	1.50	1.50	0.10	0.55	£	24.66	£	24.66	£	23.61
		Grade 6 - 03	17.04	18.43	2.22	2.49	12.1%	0.50	0.10	23.74	1.50	1.50	0.10	0.55	£	25.34	£	25.34	£	24.29
		Grade 6 - 04	17.55	18.98	2.29	2.56	12.1%	0.51	0.11	24.45	1.50	1.50	0.10	0.55	£	26.05	£	26.05	£	25.00
		Grade 6 - 05	18.07	19.55	2.36	2.64	12.1%	0.53	0.11	25.19	1.50	1.50	0.10	0.55	£	26.79	£	26.79	£	25.74
		Grade 6 - 06	18.12	19.59	2.36	2.65	12.1%	0.53	0.11	25.24	1.50	1.50	0.10	0.55	£	26.84	£	26.84	£	25.79
		Grade 6 - 07	18.66	20.18	2.44	2.86	12.7%	0.54	0.11	26.13	1.50	1.50	0.10	0.55	£	27.73	£	27.73	£	26.68
		Grade 6 - 08	19.21	20.78	2.51	2.95	12.7%	0.56	0.12	26.91	1.50	1.50	0.10	0.55	£	28.51	£	28.51	£	27.46
		Grade 6 - 09	19.79	21.4	2.58	3.03	12.7%	0.58	0.12	27.71	1.70	1.70	0.10	0.55	£	29.51	£	29.51	£	28.26
Professional & Technical Roles	Life Sciences - GRADE 7	Grade 7 - 01	17.59	19.03	2.30	2.57	12.1%	0.51	0.11	24.52	1.70	1.70	0.10	0.55	£	26.32	£	26.32	£	25.07
		Grade 7 - 02	18.12	19.59	2.36	2.65	12.1%	0.53	0.11	25.24	1.70	1.70	0.10	0.55	£	27.04	£	27.04	£	25.79
		Grade 7 - 03	18.66	20.18	2.44	2.86	12.7%	0.54	0.11	26.13	1.70	1.70	0.10	0.55	£	27.93	£	27.93	£	26.68
		Grade 7 - 04	19.21	20.78	2.51	2.95	12.7%	0.56	0.12	26.91	1.70	1.70	0.10	0.55	£	28.71	£	28.71	£	27.46
		Grade 7 - 05	19.79	21.4	2.58	3.03	12.7%	0.58	0.12	27.71	1.70	1.70	0.10	0.55	£	29.51	£	29.51	£	28.26
		Grade 7 - 06	20.38	22.04	2.66	3.12	12.7%	0.59	0.12	28.54	1.70	1.70	0.10	0.55	£	30.34	£	30.34	£	29.09
		Grade 7 - 07	20.99	22.7	2.74	3.22	12.7%	0.61	0.13	29.40	1.70	1.70	0.10	0.55	£	31.20	£	31.20	£	29.95
		Grade 7 - 08	21.61	23.38	2.82	3.31	12.7%	0.63	0.13	30.28	1.70	1.70	0.10	0.55	£	32.08	£	32.08	£	30.83
		Grade 7 - 09	22.27	24.09	2.91	3.42	12.7%	0.65	0.13	31.20	1.70	1.70	0.10	0.55	£	33.00	£	33.00	£	31.75
Professional & Technical Roles	Life Sciences - GRADE 8	Grade 7 - 10	22.93	24.79	2.99	3.51	12.7%	0.67	0.14	32.10	1.70	1.70	0.10	0.55	£	33.90	£	33.90	£	32.65
		Grade 8 - 01	21.61	23.38	2.82	3.31	12.7%	0.63	0.13	30.28	1.70	1.70	0.10	0.55	£	32.08	£	32.08	£	30.83
		Grade 8 - 02	22.27	24.09	2.91	3.42	12.7%	0.65	0.13	31.20	1.70	1.70	0.10	0.55	£	33.00	£	33.00	£	31.75
		Grade 8 - 03	22.93	24.79	2.99	3.51	12.7%	0.67	0.14	32.10	1.70	1.70	0.10	0.55	£	33.90	£	33.90	£	32.65
		Grade 8 - 04	23.61	25.54	3.08	3.74	13.1%	0.69	0.14	33.19	1.70	1.70	0.10	0.55	£	34.99	£	34.99	£	33.74
		Grade 8 - 05	24.32	26.3	3.17	3.85	13.1%	0.71	0.15	34.18	1.70	1.70	0.10	0.55	£	35.98	£	35.98	£	34.73
		Grade 8 - 06	25.04	27.08	3.27	3.96	13.1%	0.73	0.15	35.19	1.70	1.70	0.10	0.55	£	36.99	£	36.99	£	35.74
		Grade 8 - 07	25.79	27.89	3.37	4.08	13.1%	0.75	0.16	36.24	1.70	1.70	0.10	0.55	£	38.04	£	38.04	£	36.79
		Grade 8 - 08	26.56	28.73	3.47	4.20	13.1%	0.77	0.16	37.33	1.70	1.70	0.10	0.55	£	39.13	£	39.13	£	37.88
Professional & Technical Roles	Life Sciences - GRADE 9	Grade 8 - 09	27.36	29.59	3.57	4.33	13.1%	0.80	0.17	38.45	1.70	1.70	0.10	0.55	£	40.25	£	40.25	£	39.00
		Grade 8 - 10	28.18	30.47	3.68	4.63	13.6%	0.82	0.17	39.77	1.70	1.70	0.10	0.55	£	41.57	£	41.57	£	40.32
		Grade 8 - 11	29.02	31.38	3.79	4.77	13.6%	0.84	0.18	40.95	1.70	1.70	0.10	0.55	£	42.75	£	42.75	£	41.50
		Grade 9 - 01	26.56	28.73	3.47	4.20	13.1%	0.77	0.16	37.33	1.90	1.90	0.10	0.55	£	39.33	£	39.33	£	37.88
		Grade 9 - 02	27.36	29.59	3.57	4.33	13.1%	0.80	0.17	38.45	1.90	1.90	0.10	0.55	£	40.45	£	40.45	£	39.00
		Grade 9 - 03	28.18	30.47	3.68	4.63	13.6%	0.82	0.17	39.77	1.90	1.90	0.10	0.55	£	41.77	£	41.77	£	40.32
		Grade 9 - 04	29.02	31.38	3.79	4.77	13.6%	0.84	0.18	40.95	1.90	1.90	0.10	0.55	£	42.95	£	42.95	£	41.50
		Grade 9 - 05	30.78	33.29	4.02	5.06	13.6%	0.90	0.19	43.45	1.90	1.90	0.10	0.55	£	45.45	£	45.45	£	44.00
		Grade 9 - 06	31.70	34.29	4.14	5.21	13.6%	0.92	0.19	44.75	1.90	1.90	0.10	0.55	£	46.75	£	46.75	£	45.30
Grade 9 - 07	32.65	35.31	4.26	5.36	13.6%	0.95	0.20	46.08	1.90	1.90	0.10	0.55	£	48.08	£	48.08	£	46.63		
Professional & Technical Roles	Marketing - GRADE 6	Grade 9 - 08	33.63	36.37	4.39	5.52	13.6%	0.98	0.20	47.46	1.90	1.90	0.10	0.55	£	49.46	£	49.46	£	48.01
		Grade 9 - 09	34.63	37.46	4.52	5.69	13.6%	1.01	0.21	48.89	1.90	1.90	0.10	0.55	£	50.89	£	50.89	£	49.44
		Grade 6 - 01	16.07	17.38	2.10	2.25	11.6%	0.47	0.10	22.29	1.25	1.25	0.10	0.55	£	23.64	£	23.64	£	22.84
		Grade 6 - 02	16.55	17.9	2.16	2.42	12.1%	0.48	0.10	23.06	1.25	1.25	0.10	0.55	£	24.41	£	24.41	£	23.61
		Grade 6 - 03	17.04	18.43	2.22	2.49	12.1%	0.50	0.10	23.74	1.25	1.25	0.10	0.55	£	25.09	£	25.09	£	24.29
		Grade 6 - 04	17.55	18.98	2.29	2.56	12.1%	0.51	0.11	24.45	1.25	1.25	0.10	0.55	£	25.80	£	25.80	£	25.00
		Grade 6 - 05	18.07	19.55	2.36	2.64	12.1%	0.53	0.11	25.19	1.25	1.25	0.10	0.55	£	26.54	£	26.54	£	25.74
		Grade 6 - 06	18.12	19.59	2.36	2.65	12.1%	0.53	0.11	25.24	1.25	1.25	0.10	0.55	£	26.59	£	26.59	£	25.79
		Grade 6 - 07	18.66	20.18	2.44	2.86	12.7%	0.54	0.11	26.13	1.25	1.25	0.10	0.55	£	27.48	£	27.48	£	26.68
Professional & Technical Roles	Marketing - GRADE 7	Grade 6 - 08	19.21	20.78	2.51	2.95	12.7%	0.56	0.12	26.91	1.25	1.25	0.10	0.55	£	28.26	£	28.26	£	27.46
		Grade 7 - 01	17.59	19.03	2.30	2.57	12.1%	0												

		Grade 8 - 04	23.61	25.54	3.08	3.74	13.1%	0.69	0.14	33.19	1.40	1.40	0.10	0.55	£	34.69	£	34.69	£	33.74
		Grade 8 - 05	24.32	26.3	3.17	3.85	13.1%	0.71	0.15	34.18	1.40	1.40	0.10	0.55	£	35.68	£	35.68	£	34.73
		Grade 8 - 06	25.04	27.08	3.27	3.96	13.1%	0.73	0.15	35.19	1.40	1.40	0.10	0.55	£	36.69	£	36.69	£	35.74
		Grade 8 - 07	25.79	27.89	3.37	4.08	13.1%	0.75	0.16	36.24	1.40	1.40	0.10	0.55	£	37.74	£	37.74	£	36.79
		Grade 8 - 08	26.56	28.73	3.47	4.20	13.1%	0.77	0.16	37.33	1.40	1.40	0.10	0.55	£	38.83	£	38.83	£	37.88
		Grade 8 - 09	27.36	29.59	3.57	4.33	13.1%	0.80	0.17	38.45	1.40	1.40	0.10	0.55	£	39.95	£	39.95	£	39.00
		Grade 8 - 10	28.18	30.47	3.68	4.63	13.6%	0.82	0.17	39.77	1.40	1.40	0.10	0.55	£	41.27	£	41.27	£	40.32
		Grade 8 - 11	29.02	31.38	3.79	4.77	13.6%	0.84	0.18	40.95	1.40	1.40	0.10	0.55	£	42.45	£	42.45	£	41.50
Professional & Technical Roles	Marketing - GRADE 9	Grade 9 - 01	26.56	28.73	3.47	4.20	13.1%	0.77	0.16	37.33	1.90	1.90	0.10	0.55	£	39.33	£	39.33	£	37.88
		Grade 9 - 02	27.36	29.59	3.57	4.33	13.1%	0.80	0.17	38.45	1.90	1.90	0.10	0.55	£	40.45	£	40.45	£	39.00
		Grade 9 - 03	28.18	30.47	3.68	4.63	13.6%	0.82	0.17	39.77	1.90	1.90	0.10	0.55	£	41.77	£	41.77	£	40.32
		Grade 9 - 04	29.02	31.38	3.79	4.77	13.6%	0.84	0.18	40.95	1.90	1.90	0.10	0.55	£	42.95	£	42.95	£	41.50
		Grade 9 - 05	30.78	33.29	4.02	5.06	13.6%	0.90	0.19	43.45	1.90	1.90	0.10	0.55	£	45.45	£	45.45	£	44.00
		Grade 9 - 06	31.70	34.29	4.14	5.21	13.6%	0.92	0.19	44.75	1.90	1.90	0.10	0.55	£	46.75	£	46.75	£	45.30
		Grade 9 - 07	32.65	35.31	4.26	5.36	13.6%	0.95	0.20	46.08	1.90	1.90	0.10	0.55	£	48.08	£	48.08	£	46.63
		Grade 9 - 08	33.63	36.37	4.39	5.52	13.6%	0.98	0.20	47.46	1.90	1.90	0.10	0.55	£	49.46	£	49.46	£	48.01
		Grade 9 - 09	34.63	37.46	4.52	5.69	13.6%	1.01	0.21	48.89	1.90	1.90	0.10	0.55	£	50.89	£	50.89	£	49.44
Professional & Technical Roles	Medical Locums - GRADE 6	Grade 6 - 01	16.07	17.38	2.10	2.25	11.6%	0.47	0.10	22.29	1.85	1.98	0.12	0.55	£	24.26	£	24.26	£	22.84
		Grade 6 - 02	16.55	17.9	2.16	2.42	12.1%	0.48	0.10	23.06	1.85	1.98	0.12	0.55	£	25.03	£	25.03	£	23.61
		Grade 6 - 03	17.04	18.43	2.22	2.49	12.1%	0.50	0.10	23.74	1.85	1.98	0.12	0.55	£	25.71	£	25.71	£	24.29
		Grade 6 - 04	17.55	18.98	2.29	2.56	12.1%	0.51	0.11	24.45	1.85	1.98	0.12	0.55	£	26.42	£	26.42	£	25.00
		Grade 6 - 05	18.07	19.55	2.36	2.64	12.1%	0.53	0.11	25.19	1.85	1.98	0.12	0.55	£	27.16	£	27.16	£	25.74
		Grade 6 - 06	18.12	19.59	2.36	2.65	12.1%	0.53	0.11	25.24	1.85	1.98	0.12	0.55	£	27.21	£	27.21	£	25.79
		Grade 6 - 07	18.66	20.18	2.44	2.86	12.7%	0.54	0.11	26.13	1.85	1.98	0.12	0.55	£	28.10	£	28.10	£	26.68
		Grade 6 - 08	19.21	20.78	2.51	2.95	12.7%	0.56	0.12	26.91	1.85	1.98	0.12	0.55	£	28.88	£	28.88	£	27.46
Professional & Technical Roles	Medical Locums - GRADE 7	Grade 7 - 01	17.59	19.03	2.30	2.57	12.1%	0.51	0.11	24.52	1.85	1.98	0.12	0.55	£	26.49	£	26.49	£	25.07
		Grade 7 - 02	18.12	19.59	2.36	2.65	12.1%	0.53	0.11	25.24	1.85	1.98	0.12	0.55	£	27.21	£	27.21	£	25.79
		Grade 7 - 03	18.66	20.18	2.44	2.86	12.7%	0.54	0.11	26.13	1.85	1.98	0.12	0.55	£	28.10	£	28.10	£	26.68
		Grade 7 - 04	19.21	20.78	2.51	2.95	12.7%	0.56	0.12	26.91	1.85	1.98	0.12	0.55	£	28.88	£	28.88	£	27.46
		Grade 7 - 05	19.79	21.4	2.58	3.03	12.7%	0.58	0.12	27.71	1.85	1.98	0.12	0.55	£	29.68	£	29.68	£	28.26
		Grade 7 - 06	20.38	22.04	2.66	3.12	12.7%	0.59	0.12	28.54	1.85	1.98	0.12	0.55	£	30.51	£	30.51	£	29.09
		Grade 7 - 07	20.99	22.7	2.74	3.22	12.7%	0.61	0.13	29.40	1.85	1.98	0.12	0.55	£	31.37	£	31.37	£	29.95
		Grade 7 - 08	21.61	23.38	2.82	3.31	12.7%	0.63	0.13	30.28	1.85	1.98	0.12	0.55	£	32.25	£	32.25	£	30.83
		Grade 7 - 09	22.27	24.09	2.91	3.42	12.7%	0.65	0.13	31.20	1.85	1.98	0.12	0.55	£	33.17	£	33.17	£	31.75
		Grade 7 - 10	22.93	24.79	2.99	3.51	12.7%	0.67	0.14	32.10	1.85	1.98	0.12	0.55	£	34.07	£	34.07	£	32.65
Professional & Technical Roles	Medical Locums - GRADE 8	Grade 8 - 01	21.61	23.38	2.82	3.31	12.7%	0.63	0.13	30.28	1.85	1.98	0.12	0.55	£	32.25	£	32.25	£	30.83
		Grade 8 - 02	22.27	24.09	2.91	3.42	12.7%	0.65	0.13	31.20	1.85	1.98	0.12	0.55	£	33.17	£	33.17	£	31.75
		Grade 8 - 03	22.93	24.79	2.99	3.51	12.7%	0.67	0.14	32.10	1.85	1.98	0.12	0.55	£	34.07	£	34.07	£	32.65
		Grade 8 - 04	23.61	25.54	3.08	3.74	13.1%	0.69	0.14	33.19	1.85	1.98	0.12	0.55	£	35.16	£	35.16	£	33.74
		Grade 8 - 05	24.32	26.3	3.17	3.85	13.1%	0.71	0.15	34.18	1.85	1.98	0.12	0.55	£	36.15	£	36.15	£	34.73
		Grade 8 - 06	25.04	27.08	3.27	3.96	13.1%	0.73	0.15	35.19	1.85	1.98	0.12	0.55	£	37.16	£	37.16	£	35.74
		Grade 8 - 07	25.79	27.89	3.37	4.08	13.1%	0.75	0.16	36.24	1.85	1.98	0.12	0.55	£	38.21	£	38.21	£	36.79
		Grade 8 - 08	26.56	28.73	3.47	4.20	13.1%	0.77	0.16	37.33	1.85	1.98	0.12	0.55	£	39.30	£	39.30	£	37.88
		Grade 8 - 09	27.36	29.59	3.57	4.33	13.1%	0.80	0.17	38.45	1.85	1.98	0.12	0.55	£	40.42	£	40.42	£	39.00
		Grade 8 - 10	28.18	30.47	3.68	4.63	13.6%	0.82	0.17	39.77	1.85	1.98	0.12	0.55	£	41.74	£	41.74	£	40.32
		Grade 8 - 11	29.02	31.38	3.79	4.77	13.6%	0.84	0.18	40.95	1.85	1.98	0.12	0.55	£	42.92	£	42.92	£	41.50
Professional & Technical Roles	Medical Locums - GRADE 9	Grade 9 - 01	26.56	28.73	3.47	4.20	13.1%	0.77	0.16	37.33	2.25	2.52	0.12	0.55	£	39.70	£	39.70	£	37.88
		Grade 9 - 02	27.36	29.59	3.57	4.33	13.1%	0.80	0.17	38.45	2.25	2.52	0.12	0.55	£	40.82	£	40.82	£	39.00
		Grade 9 - 03	28.18	30.47	3.68	4.63	13.6%	0.82	0.17	39.77	2.25	2.52	0.12	0.55	£	42.14	£	42.14	£	40.32
		Grade 9 - 04	29.02	31.38	3.79	4.77	13.6%	0.84	0.18	40.95	2.25	2.52	0.12	0.55	£	43.32	£	43.32	£	41.50
		Grade 9 - 05	30.78	33.29	4.02	5.06	13.6%	0.90	0.19	43.45	2.25	2.52	0.12	0.55	£	45.82	£	45.82	£	44.00
		Grade 9 - 06	31.70	34.29	4.14	5.21	13.6%	0.92	0.19	44.75	2.25	2.52	0.12	0.55	£	47.12	£	47.12	£	45.30
		Grade 9 - 07	32.65	35.31	4.26	5.36	13.6%	0.95	0.20	46.08	2.25	2.52	0.12	0.55	£	48.45	£	48.45	£	46.63
		Grade 9 - 08	33.63	36.37	4.39	5.52	13.6%	0.98	0.20	47.46	2.25	2.52	0.12	0.55	£	49.83	£	49.83	£	48.01
		Grade 9 - 09	34.63	37.46	4.52	5.69	13.6%	1.01	0.21	48.89	2.25	2.52	0.12	0.55	£	51.26	£	51.26	£	49.44
Professional & Technical Roles	Procurement - GRADE 6	Grade 6 - 01	16.07	17.38	2.10	2.25	11.6%	0.47	0.10	22.29	1.85	1.85	0.10	0.55	£	24.24	£	24.24	£	22.84
		Grade 6 - 02	16.55	17.9	2.16	2.42	12.1%	0.48	0.10	23.06	1.85	1.85	0.10	0.55	£	25.01	£	25.01	£	23.61
		Grade 6 - 03	17.04	18.43	2.22	2.49	12.1%	0.50	0.10	23.74	1.85	1.85	0.10	0.55	£	25.69	£	25.69	£	24.29
		Grade 6 - 04	17.55	18.98	2.29	2.56	12.1%	0.51	0.11	24.45	1.85	1.85	0.10	0.55	£	26.40	£	26.40	£	25.00
		Grade 6 - 05	18.07	19.55	2.36	2.64	12.1%	0.53	0.11	25.19	1.85	1.85	0.10	0.55	£	27.14	£	27.14	£	25.74
		Grade 6 - 06	18.12	19.59	2.36	2.65	12.1%	0.53	0.11	25.24	1.85	1.85	0.10	0.55	£	27.19	£	27.19	£	25.79
		Grade 6 - 07	18.66	20.18	2.44	2.86	12.7%	0.54	0.11	26.13	1.85	1.85	0.10	0.55	£	28.08	£	28.08	£	26.68
		Grade 6 - 08	19.21	20.78	2.51	2.95	12.7%	0.56	0.12	26.91	1.85	1.85	0.10	0.55	£	28.86	£	28.86	£	27.46
Professional & Technical Roles	Procurement - GRADE 7	Grade 7 - 01	17.59	19.03	2.30	2.57	12.1%	0.51	0.11	24.52	1.85	1.85	0.10	0.55	£	26.47	£	26.47	£	25.07
		Grade 7 - 02	18.12	19.59	2.36	2.65	12.1%	0.53	0.11	25.24	1.85	1.85	0.10	0.55	£	27.19	£	27.19	£	25.79
		Grade 7 - 03	18.66	20.18	2.44	2.86	12.7%	0.54	0.11	26.13	1.85	1.85	0.10	0.55	£	28.08	£	28.08	£	26.68
		Grade 7 - 04	19.21	20.78	2.51	2.95	12.7%	0.56	0.12	26.91	1									

Professional & Technical Roles	Procurement - GRADE 8	Grade 8 - 01	21.61	23.38	2.82	3.31	12.7%	0.63	0.13	30.28	2.40	2.40	0.10	0.55	£ 32.78	£ 32.78	£ 30.83
		Grade 8 - 02	22.27	24.09	2.91	3.42	12.7%	0.65	0.13	31.20	2.40	2.40	0.10	0.55	£ 33.70	£ 33.70	£ 31.75
		Grade 8 - 03	22.93	24.79	2.99	3.51	12.7%	0.67	0.14	32.10	2.40	2.40	0.10	0.55	£ 34.60	£ 34.60	£ 32.65
		Grade 8 - 04	23.61	25.54	3.08	3.74	13.1%	0.69	0.14	33.19	2.40	2.40	0.10	0.55	£ 35.69	£ 35.69	£ 33.74
		Grade 8 - 05	24.32	26.3	3.17	3.85	13.1%	0.71	0.15	34.18	2.40	2.40	0.10	0.55	£ 36.68	£ 36.68	£ 34.73
		Grade 8 - 06	25.04	27.08	3.27	3.96	13.1%	0.73	0.15	35.19	2.40	2.40	0.10	0.55	£ 37.69	£ 37.69	£ 35.74
		Grade 8 - 07	25.79	27.89	3.37	4.08	13.1%	0.75	0.16	36.24	2.40	2.40	0.10	0.55	£ 38.74	£ 38.74	£ 36.79
		Grade 8 - 08	26.56	28.73	3.47	4.20	13.1%	0.77	0.16	37.33	2.40	2.40	0.10	0.55	£ 39.83	£ 39.83	£ 37.88
		Grade 8 - 09	27.36	29.59	3.57	4.33	13.1%	0.80	0.17	38.45	2.40	2.40	0.10	0.55	£ 40.95	£ 40.95	£ 39.00
		Grade 8 - 10	28.18	30.47	3.68	4.63	13.6%	0.82	0.17	39.77	2.40	2.40	0.10	0.55	£ 42.27	£ 42.27	£ 40.32
		Grade 8 - 11	29.02	31.38	3.79	4.77	13.6%	0.84	0.18	40.95	2.40	2.40	0.10	0.55	£ 43.45	£ 43.45	£ 41.50
Professional & Technical Roles	Procurement - GRADE 9	Grade 9 - 01	26.56	28.73	3.47	4.20	13.1%	0.77	0.16	37.33	2.65	2.65	0.10	0.55	£ 40.08	£ 40.08	£ 37.88
		Grade 9 - 02	27.36	29.59	3.57	4.33	13.1%	0.80	0.17	38.45	2.65	2.65	0.10	0.55	£ 41.20	£ 41.20	£ 39.00
		Grade 9 - 03	28.18	30.47	3.68	4.63	13.6%	0.82	0.17	39.77	2.65	2.65	0.10	0.55	£ 42.52	£ 42.52	£ 40.32
		Grade 9 - 04	29.02	31.38	3.79	4.77	13.6%	0.84	0.18	40.95	2.65	2.65	0.10	0.55	£ 43.70	£ 43.70	£ 41.50
		Grade 9 - 05	30.78	33.29	4.02	5.06	13.6%	0.90	0.19	43.45	2.65	2.65	0.10	0.55	£ 46.20	£ 46.20	£ 44.00
		Grade 9 - 06	31.70	34.29	4.14	5.21	13.6%	0.92	0.19	44.75	2.65	2.65	0.10	0.55	£ 47.50	£ 47.50	£ 45.30
		Grade 9 - 07	32.65	35.31	4.26	5.36	13.6%	0.95	0.20	46.08	2.65	2.65	0.10	0.55	£ 48.83	£ 48.83	£ 46.63
		Grade 9 - 08	33.63	36.37	4.39	5.52	13.6%	0.98	0.20	47.46	2.65	2.65	0.10	0.55	£ 50.21	£ 50.21	£ 48.01
		Grade 9 - 09	34.63	37.46	4.52	5.69	13.6%	1.01	0.21	48.89	2.65	2.65	0.10	0.55	£ 51.64	£ 51.64	£ 49.44
Professional & Technical Roles	Programme and Project Management - GRADE 6	Grade 6 - 01	16.07	17.38	2.10	2.25	11.6%	0.47	0.10	22.29	1.40	1.40	0.10	0.55	£ 23.79	£ 23.79	£ 22.84
		Grade 6 - 02	16.55	17.9	2.16	2.42	12.1%	0.48	0.10	23.06	1.40	1.40	0.10	0.55	£ 24.56	£ 24.56	£ 23.61
		Grade 6 - 03	17.04	18.43	2.22	2.49	12.1%	0.50	0.10	23.74	1.40	1.40	0.10	0.55	£ 25.24	£ 25.24	£ 24.29
		Grade 6 - 04	17.55	18.98	2.29	2.56	12.1%	0.51	0.11	24.45	1.40	1.40	0.10	0.55	£ 25.95	£ 25.95	£ 25.00
		Grade 6 - 05	18.07	19.55	2.36	2.64	12.1%	0.53	0.11	25.19	1.40	1.40	0.10	0.55	£ 26.69	£ 26.69	£ 25.74
		Grade 6 - 06	18.12	19.59	2.36	2.65	12.1%	0.53	0.11	25.24	1.40	1.40	0.10	0.55	£ 26.74	£ 26.74	£ 25.79
		Grade 6 - 07	18.66	20.18	2.44	2.86	12.7%	0.54	0.11	26.13	1.40	1.40	0.10	0.55	£ 27.63	£ 27.63	£ 26.68
		Grade 6 - 08	19.21	20.78	2.51	2.95	12.7%	0.56	0.12	26.91	1.40	1.40	0.10	0.55	£ 28.41	£ 28.41	£ 27.46
Professional & Technical Roles	Programme and Project Management - GRADE 7	Grade 7 - 01	17.59	19.03	2.30	2.57	12.1%	0.51	0.11	24.52	1.95	1.95	0.10	0.55	£ 26.57	£ 26.57	£ 25.07
		Grade 7 - 02	18.12	19.59	2.36	2.65	12.1%	0.53	0.11	25.24	1.95	1.95	0.10	0.55	£ 27.29	£ 27.29	£ 25.79
		Grade 7 - 03	18.66	20.18	2.44	2.86	12.7%	0.54	0.11	26.13	1.95	1.95	0.10	0.55	£ 28.18	£ 28.18	£ 26.68
		Grade 7 - 04	19.21	20.78	2.51	2.95	12.7%	0.56	0.12	26.91	1.95	1.95	0.10	0.55	£ 28.96	£ 28.96	£ 27.46
		Grade 7 - 05	19.79	21.4	2.58	3.03	12.7%	0.58	0.12	27.71	1.95	1.95	0.10	0.55	£ 29.76	£ 29.76	£ 28.26
		Grade 7 - 06	20.38	22.04	2.66	3.12	12.7%	0.59	0.12	28.54	1.95	1.95	0.10	0.55	£ 30.59	£ 30.59	£ 29.09
		Grade 7 - 07	20.99	22.7	2.74	3.22	12.7%	0.61	0.13	29.40	1.95	1.95	0.10	0.55	£ 31.45	£ 31.45	£ 29.95
		Grade 7 - 08	21.61	23.38	2.82	3.31	12.7%	0.63	0.13	30.28	1.95	1.95	0.10	0.55	£ 32.33	£ 32.33	£ 30.83
		Grade 7 - 09	22.27	24.09	2.91	3.42	12.7%	0.65	0.13	31.20	1.95	1.95	0.10	0.55	£ 33.25	£ 33.25	£ 31.75
		Grade 7 - 10	22.93	24.79	2.99	3.51	12.7%	0.67	0.14	32.10	1.95	1.95	0.10	0.55	£ 34.15	£ 34.15	£ 32.65
Professional & Technical Roles	Programme and Project Management - GRADE 8	Grade 8 - 01	21.61	23.38	2.82	3.31	12.7%	0.63	0.13	30.28	1.95	1.95	0.10	0.55	£ 32.33	£ 32.33	£ 30.83
		Grade 8 - 02	22.27	24.09	2.91	3.42	12.7%	0.65	0.13	31.20	1.95	1.95	0.10	0.55	£ 33.25	£ 33.25	£ 31.75
		Grade 8 - 03	22.93	24.79	2.99	3.51	12.7%	0.67	0.14	32.10	1.95	1.95	0.10	0.55	£ 34.15	£ 34.15	£ 32.65
		Grade 8 - 04	23.61	25.54	3.08	3.74	13.1%	0.69	0.14	33.19	1.95	1.95	0.10	0.55	£ 35.24	£ 35.24	£ 33.74
		Grade 8 - 05	24.32	26.3	3.17	3.85	13.1%	0.71	0.15	34.18	1.95	1.95	0.10	0.55	£ 36.23	£ 36.23	£ 34.73
		Grade 8 - 06	25.04	27.08	3.27	3.96	13.1%	0.73	0.15	35.19	1.95	1.95	0.10	0.55	£ 37.24	£ 37.24	£ 35.74
		Grade 8 - 07	25.79	27.89	3.37	4.08	13.1%	0.75	0.16	36.24	1.95	1.95	0.10	0.55	£ 38.29	£ 38.29	£ 36.79
		Grade 8 - 08	26.56	28.73	3.47	4.20	13.1%	0.77	0.16	37.33	1.95	1.95	0.10	0.55	£ 39.38	£ 39.38	£ 37.88
		Grade 8 - 09	27.36	29.59	3.57	4.33	13.1%	0.80	0.17	38.45	1.95	1.95	0.10	0.55	£ 40.50	£ 40.50	£ 39.00
		Grade 8 - 10	28.18	30.47	3.68	4.63	13.6%	0.82	0.17	39.77	1.95	1.95	0.10	0.55	£ 41.82	£ 41.82	£ 40.32
		Grade 8 - 11	29.02	31.38	3.79	4.77	13.6%	0.84	0.18	40.95	1.95	1.95	0.10	0.55	£ 43.00	£ 43.00	£ 41.50
Professional & Technical Roles	Programme and Project Management - GRADE 9	Grade 9 - 01	26.56	28.73	3.47	4.20	13.1%	0.77	0.16	37.33	2.50	2.50	0.10	0.55	£ 39.93	£ 39.93	£ 37.88
		Grade 9 - 02	27.36	29.59	3.57	4.33	13.1%	0.80	0.17	38.45	2.50	2.50	0.10	0.55	£ 41.05	£ 41.05	£ 39.00
		Grade 9 - 03	28.18	30.47	3.68	4.63	13.6%	0.82	0.17	39.77	2.50	2.50	0.10	0.55	£ 42.37	£ 42.37	£ 40.32
		Grade 9 - 04	29.02	31.38	3.79	4.77	13.6%	0.84	0.18	40.95	2.50	2.50	0.10	0.55	£ 43.55	£ 43.55	£ 41.50
		Grade 9 - 05	30.78	33.29	4.02	5.06	13.6%	0.90	0.19	43.45	2.50	2.50	0.10	0.55	£ 46.05	£ 46.05	£ 44.00
		Grade 9 - 06	31.70	34.29	4.14	5.21	13.6%	0.92	0.19	44.75	2.50	2.50	0.10	0.55	£ 47.35	£ 47.35	£ 45.30
		Grade 9 - 07	32.65	35.31	4.26	5.36	13.6%	0.95	0.20	46.08	2.50	2.50	0.10	0.55	£ 48.68	£ 48.68	£ 46.63
		Grade 9 - 08	33.63	36.37	4.39	5.52	13.6%	0.98	0.20	47.46	2.50	2.50	0.10	0.55	£ 50.06	£ 50.06	£ 48.01
		Grade 9 - 09	34.63	37.46	4.52	5.69	13.6%	1.01	0.21	48.89	2.50	2.50	0.10	0.55	£ 51.49	£ 51.49	£ 49.44
Professional & Technical Roles	Qualified Lecturer	All Pay Grades								5.77	5.77	0.10	0.55				