

■ **Step 1 – Introductory information**

Title of the policy	National Joint Council Pay Award 2019/20
Name of lead officer and others undertaking this assessment	Sally Dobrowolska – Human Resources Advisor
Date EIA started	January 2019
Date EIA completed	January 2019

■ **Step 2 – Overview of policy/function being assessed:**

Outline: What is the purpose of this policy? (Specify aims and objectives)
<p>The National Joint Council (NJC) pay award has led to fundamental changes to the national pay scale. This means that it has been necessary to make changes to the Council's local pay scale, especially to current scales 1 to 6, which will be Grades A – E in the new pay scale.</p> <p>Our proposed pay scale meets the nationally-agreed pay award and it reintroduces meaningful incremental progression for all grades. This had been eroded in recent years for lower pay grades.</p>
What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?
<p>The policy will impact NJC employees on current Scale 1 – 6. As outlined above, the grade boundaries will change. The proposal has been designed to comply with the NJC pay award, and bring the Council's pay scales in line with that agreement. This will avoid having to agree percentage rates to the lowest spinal column points (scps) 10 and 11 in future years when they are higher than the NJC pay award percentage. This approach has had to be taken in the previous years to ensure a differential between spinal column points.</p> <p>One of the key principles underpinning the assimilation process is that of "No Detriment" which means that employees will receive an increment of at least 2% on their 2018/19 gross salary.</p> <p>The scp numbers on the new salary scales from 1 April 2019 will be altered for all employees and therefore all staff, including those at S01 and above, have been notified accordingly.</p>
Which groups have been consulted as part of the creation or review of the policy?
<p>Work has been undertaken with Trade Union colleagues to ensure that the interpretation of the national pay award is applied in a fair and affordable way without creating a detriment for affected employees.</p> <p>SMT, JMTUM and Personnel Committee have also been consulted as part of the process. The proposal was agreed at Personnel Committee on 3 October 2018. Discussions have also been held with CMT.</p> <p>Following agreement at Personnel Committee, mandatory management briefings have been held with all managers within the Council to update them on the pay award agreement.</p>

■ Step 3 – What we already know and where there are gaps

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.

Data/information such as:

- Consultation
- Previous Equality Impact Assessments
- Demographic information
- Anecdotal and other evidence

In order to outline the analysed impact on employees at the time of undertaking the pay award project, the following appendices are attached.

1. Employee data 2018-19/2019-20 (Sex/Sexual Orientation/Religion/Ethnic Origin/Disability/Age Group)
2. Salary Scale 2018-19/2019-20
3. Unison Gender Pay Average

What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)

This information tells us that employees have not been adversely impacted by the changes. It is important to understand whilst analysing this data, that the new 2019-20 pay scales have introduced new scps within Grade A (scp 1 and 2) whereas in 2018-29 the scps started from scp 10 (equivalent to new scp 3). For example, employees on current scp 10 in 2018-19 will transfer to new scp 3 in 2019-20. There is no adverse impact as the salary is higher. This is reflected throughout the employee data analysis for 2018-19/2019-20.

■ Step 4 – Do we need to seek the views of others? If so, who?

In light of the answers you have given in Step 2, do you need to consult with specific groups to identify needs / issues? If not please explain why.

All of the consultation processes agreed for the Council have been adhered to. In addition, in January 2019, all employees directly and indirectly affected have been written to in order to advise them of the changes and relevant impact of the revised pay scale.

■ Step 5 – Assessing the impact

In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative impact on the individuals or community groups (including what barriers these individuals or groups may face) who identify with any 'protected characteristics' and provide an explanation for your decision (please refer to the general duties on the front page).

	Comments
Age	The pay award has been designed to have no detriment on affected employees. The scales have been designed to increase scps within grades where relevant, but the criteria has been to ensure there are no more than 5 scps within a grade to take away any concerns regarding age discrimination.
Disability (Physical, visual, hearing, learning disabilities, mental health)	The pay award has been designed to have no detriment on affected employees.
Gender Reassignment (Transgender)	The pay award has been designed to have no detriment on affected employees.
Race	The pay award has been designed to have no detriment on affected employees.
Religion or Belief (Includes no belief)	The pay award has been designed to have no detriment on affected employees.
Sex (Gender)	The pay award has been designed to have no detriment on affected employees.

Sexual Orientation	The pay award has been designed to have no detriment on affected employees.
Other protected groups (Pregnancy & maternity, marriage & civil partnership)	The pay award has been designed to have no detriment on affected employees.
Other socially excluded groups (carers, low literacy, priority neighbourhoods, health inequalities, rural isolation, asylum seeker and refugee communities etc.)	The pay award has been designed to have no detriment on affected employees.

<p>Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.</p> <p>Please note:</p> <ul style="list-style-type: none"> a) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately. b) Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.
<p>As outlined above, the pay award has been designed to have no detriment on affected employees. It has been implemented across the workforce in a fair and consistent manner, and it should not have any impact or create any barriers for any specific groups of employees.</p>
<p>Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).</p>
<p>The amendments to the salary scale should not have any impact on any specific group of employees / anyone who identifies with any protected characteristics.</p> <p>The old Scale 1 will be extended to include scps 1 and 2 but all existing employees will be transferred to the highest scp 3 within the new Grade A.</p> <p>Scale 2 and Scale 3 have merged to make new Grade B. Grade B also has an additional increment for employees to be placed on as relevant for each employee.</p> <p>Scale 4 will now become the new Grade C. The new grade now has an extra scp with a higher scp added to the end of the grade which allows for greater progression than previously.</p> <p>Scale 5 will become the new Grade D. The increments within this scale have increased from 4 to 5, but no employees are adversely affected when transferring over.</p> <p>Scale 6 will become the new Grade E. The increments within this scale have increased from 3 to 5. No employees are adversely impacted when moving onto the new salary scale.</p> <p>Employees on the highest SCP of the grade on 31 March 2019 will not receive an increment on 1 April 2019, in line with normal practice. Where the new scale has additional scps the incremental progression will be due on 1 April 2020.</p> <p>In order to comply with any concerns relating to age discrimination grades have been carefully considered. Grade A has three scps. Automatic annual progression could give rise to discrepancies in relation to progression due to age, and therefore the Grades were limited to a maximum of five scps.</p>

■ **Step 6- Monitoring, evaluation and review**

Are there processes in place to review the findings of this Assessment and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact?
Due to the evaluation and consultation that has taken place when considering the amendments to the salary scale in line with the NJC pay award, it is not considered that there should be any potential barriers or negative impact.
The pay award is reviewed and agreed nationally for each financial year. The Council will be in a position, moving forward, to comply fully with that agreement. The salary scale in the past has not allowed for this, and it is considered that this will be a positive impact for both the Council and staff.
How will the recommendations of this assessment be built into wider planning and review processes? e.g. policy reviews, annual plans and use of performance management systems.
The implications for the pay award will need to be reflected in relevant Council policies as part of the work plan for amendments.

■ **Step 7- Action Plan**

Please include any identified concerns/actions/issues in this action plan: The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan			
Reference Number	Action	Responsible Officer	Target Date
1	Review relevant Council policies and information on the HR A – Z to ensure that the latest information is available in relation to the salary scale.	Sally Dobrowolska	April 2019

■ **Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?**

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Employees	*	EIA will be published.
Service users		
Partners and stakeholders		
Others		
To ensure ease of access, what other communication needs/concerns are there?		

■ **Step 9 – Conclusion (to be completed and signed by the Service Head)**

Please delete as appropriate
I agree with this assessment / action plan
If disagree, state action/s required, reasons and details of who is to carry them out with timescales:
Signed (Service Head): Adrian Ward

Analysis by Sex

SCP	Female 2018/19	Female 2019/20	Male 2018/19	Male 2019/20	Grand Total 2018/19	Grand Total 2019/20
3		26		10		36
4		3		4		7
5		4		3		7
6		9				9
7		12		2		14
8		11				11
9		11		3		14
10	2				2	
11	24	59	10	20	34	79
12	1	4	2	1	3	5
13	2		3		5	
14		14	1	5	1	19
15	4		1	1	5	1
16	4				4	
17	5	18		12	5	30
18	12		2		14	
19	11	8		5	11	13
20	11	2	3	24	14	26
21	59		20		79	
22	4	32	1	19	5	51
23	14	2	5	3	19	5
24		2	1	1	1	3
25	18	24	12	17	30	41
26	7	3	5		12	3
27	3	3	24		27	3
28	32	17	19	22	51	39
29	2	1	2	2	4	3
30	2		2	2	4	2
31	24		17	3	41	3
32	3	9		10	3	19
33	3	1		2	3	3
34	17	1	22	1	39	2
35		4	2	1	2	5
36	1	8	2	10	3	18
37		2	3	2	3	4
38	9	2	10		19	2
39	1	1	2	1	3	2
40	1	10	1	6	2	16
41	4		1		5	
42	8	1	10		18	1
43	2	3	2	2	4	5
44	2				2	
45	1		1		2	
46	10		6		16	
48	1				1	
49	3		2		5	
	307	307	194	194	501	501

Analysis by Sexual Orientation

SCP	Bisexual 2018/19	Bisexual 2019/20	Did Not specify 2018/19	Did Not specify 2019/20	Gay 2018/19	Gay 2019/20	Heterosexual 2018/19	Heterosexual 2019/20	Lesbian 2018/19	Lesbian 2019/20	(blank) 2018/19	(blank) 2019/20	Grand Total 2018/19	Grand Total 2019/20
3				4				13				19		36
4				1				2				4		7
5								4				3		7
6								5				4		9
7								13				1		14
8		1		1				7				2		11
9				2				11				1		14
10			1				1						2	
11			3	6			12	35		1	19	37	34	79
12							1	5			2		3	5
13			1				1				3		5	
14								12		1	1	6	1	19
15							4	1			1		5	1
16							4						4	
17				2			1	16			4	12	5	30
18							13				1		14	
19	1		1				7	7			2	6	11	13
20			2	3			11	20			1	3	14	26
21			6				35		1		37		79	
22				1			5	35				15	5	51
23							12	5	1		6		19	5
24							1	3					1	3
25			2	3		1	16	23			12	14	30	41
26							7	2			5	1	12	3
27			3				20	2			4	1	27	3
28		1	1	4			35	23			15	11	51	39
29		1					4	1				1	4	3
30							4					2	4	2
31			3		1		23	2			14	1	41	3

32				3			2	9			1	7	3	19
33							2	3			1		3	3
34	1		4				23	2			11		39	2
35	1			1				3			1	1	2	5
36				1			1	12			2	5	3	18
37							2	2			1	2	3	4
38			3				9	1			7	1	19	2
39							3	2					3	2
40				1			2	10				5	2	16
41			1				3				1		5	
42			1				12	1			5		18	1
43							2	4			2	1	4	5
44							1				1		2	
45							2						2	
46			1				10				5		16	
47														
48							1						1	
49							4				1		5	
	3	3	33	33	1	1	296	296	2	2	166	166	501	501

Analysis by Religion

SCP	Agnostic 2018/19	Agnostic 2019/20	Atheist 2018/19	Atheist 2019/20	Christian - Orthodox 2018/19	Christian - Orthodox 2019/20	Christian - Protestant 2018/19	Christian - Protestant 2019/20	Christian - Roman Catholic 2019/20	Christian - Roman Catholic 2018/19	Hinduism 2018/19	Hinduism 2019/20	Islam - Shite 2018/19	Islam - Shite 2019/20	Islam - Sunni 2018/19	Islam - Sunni 2019/20	Other 2018/19	Other 2019/20	Prefer not to say 2018/19	Prefer not to say 2019/20	Sikhism 2018/19	Sikhism 2019/20	(blank) 2018/19	(blank) 2019/20	Grand Total 2018/19	Grand Total 2019/20
3				2		2		6		1						1		3		3				18		36
4																		2		1				4		7
5				1		1						1								1				3		7
6				1		1		1												1				5		9
7		1		1		2		2		3						1		1		2				1		14
8				3		1		3										1		1				2		11
9		1		1		2		2		2		3						2						1		14
10			1							1															2	
11		3	1	3	2	5	6	12		4		5			1		3	7	3	3			18	37	34	79
12		1		1				2									1						2	1	3	5
13																			1				3		5	
14		1		2		1		4								1				3			1	7	1	19
15			1	1	1						1								1				1		5	1
16			1				1												1				1		4	
17		2		2	1	3		4		1		2						1		3			4	12	5	30
18	1		1		2		2		3						1		1		2				1		14	
19		1	3		1	2	3	2				1					1	1	1	1			2	5	11	13
20	1		1		2		2	13		2	3	1				1	2	1		4			1	6	14	26
21	3		3		5		12		4		5						7		3				37		79	
22	1	2	1	3		4	2	11		1		3		1		3		4		2			1	17	5	51
23	1	1	2		1		4	1				1			1			1	3	1			7		19	5
24			1	1				2																	1	3
25	2	3	2	4	3	3	4	4	1	3	2	1				1	1	3	3	5			12	14	30	41
26	1				2		2	1			1	1					1		1	1			4		12	3
27							13	1			1				1		1		4				7	2	27	3
28	2	3	3	4	4	3	11	5	1	4	3	1	1		3	1	4	2	2	4		1	17	11	51	39
29	1						1	2			1						1							1	4	3

30			1			2											1					2	4	2		
31	3		4		3	1	4		3		1			1		3		5	1			14	1	41	3	
32				1		3	1			2	1						2	1	3				8	3	19	
33		1		1			1										1					2		3	3	
34	3		4		3	1	5		4		1			1		2		4	1	1		11		39	2	
35				2		1	1												1			1	1	2	5	
36				3		2	1	3		1							4					2	5	3	18	
37				2	1													1				1	2	3	4	
38			1		3			1	2							2		3				8	1	19	2	
39	1		1					1								1			1					3	2	
40		1		1	1	4		1		1							1	1	2				5	2	16	
41			2		1													1				1		5		
42			3		2		3	1	1							4						5		18	1	
43			2					2							1						1	2	1	4	5	
44							1															1		2		
45							1											1						2		
46	1		1		4		1		1							1		2				5		16		
47																										
48							1																	1		
49							2							1							1		1		5	
	21	21	40	40	42	42	87	87	23	23	20	20	1	1	10	10	37	37	45	45	2	2	173	173	501	501

Analysis by Ethnic Origin 2018 – 19

SCP	African 2018/19	Any other Asian background 2018/19	Any other background 2018/19	Any other Mixed background 2018/19	Any other White background 2018/19	Bangladeshi 2018/19	Caribbean 2018/19	Indian 2018/19	Not Stated 2018/19	Pakistani 2018/19	Prefer not to say 2018/19	White and Asian 2018/19	White and Black Caribbean 2018/19	White British 2018/19	White Irish 2018/19	(blank) 2018/19	Grand Total 2018/19
3																	
4																	
5																	
6																	
7																	
8																	
9																	
10													1	1			2
11			1	1				3						20		9	34
12														2		1	3
13														3		2	5
14																1	1
15			1					1						2		1	5
16														4			4
17					1									2		2	5
18			1			1								11		1	14
19					1									9		1	11
20		1						2						8	2	1	14
21	1					1	1	5					1	63		7	79
22														5			5
23						1		1	2		1			14			19
24														1			1

25			1					4						24	1		30
26								1						8		3	12
27								2						23	1	1	27
28		1				1		5		2				41	1		51
29								1						3			4
30							1							3			4
31					1	1		4				2		31		2	41
32								1						2			3
33														3			3
34		1			1	1		2				2		29	1	2	39
35														1		1	2
36														1		2	3
37														3			3
38											1			17		1	19
39														3			3
40														2			2
41														5			5
42			1											17			18
43														4			4
44														2			2
45														2			2
46									1					15			16
47																	
48					1												1
49								2						3			5
	1	3	5	1	5	6	2	34	3	2	2	4	2	387	6	38	501

Analysis by Ethnic Origin 2019 – 20

SCP	African 2019/20	Any other Asian background 2019/20	Any other background 2019/20	Any other Mixed background 2019/20	Any other White background 2019/20	Bangladeshi 2019/20	Caribbean 2019/20	Indian 2019/20	Not Stated 2019/20	Pakistani 2019/20	Prefer not to say 2019/20	White and Asian 2019/20	White and Black Caribbean 2019/20	White British 2019/20	White Irish 2019/20	(blank) 2019/20	Grand Total 2019/20
3			1	1				3					1	21		9	36
4														5		2	7
5			1					1						2		3	7
6					1									6		2	9
7			1			1								11		1	14
8					1									9		1	11
9		1						2						8	2	1	14
10																	
11	1					1	1	5					1	63		7	79
12														5			5
13																	
14						1		1	2		1			14			19
15														1			1
16																	
17			1					4						24	1		30
18																	
19								1						9		3	13
20								2						22	1	1	26
21																	
22		1				1		5		2				41	1		51
23								1						4			5
24							1							2			3
25					1	1		4				2		31		2	41

26								1						2			3
27														3			3
28		1			1	1		2				2		29	1	2	39
29														2		1	3
30																2	2
31														3			3
32											1			17		1	19
33														3			3
34														2			2
35														5			5
36			1											17			18
37														4			4
38														2			2
39														2			2
40										1				15			16
41																	
42					1												1
43								2						3			5
44																	
45																	
46																	
47																	
48																	
49																	
	1	3	5	1	5	6	2	34	3	2	2	4	2	387	6	38	501

Analysis by Disability

SC P	Disabled 2018/19	Disabled 2019/20	Not disabled 2018/19	Not disabled 2019/20	Not known 2018/19	Not known 2019/20	Prefer not to say 2018/19	Prefer not to say 2019/20	(blank) 2018/19	(blank) 2019/20	Grand Total 2018/19	Grand Total 2019/20
3		1		22		1		1		11		36
4				4						3		7
5				4						3		7
6				6				1		2		9
7		1		11				1		1		14
8		1		9						1		11
9				13						1		14
10			2								2	
11	1	3	20	53	1	3	1	1	11	19	34	79
12			2	5					1		3	5
13			2						3		5	
14				16		1			1	2	1	19
15			4	1					1		5	1
16			4								4	
17			2	24			1	1	2	5	5	30
18	1		11				1		1		14	
19	1	1	9	7					1	5	11	13
20		1	13	21		1		2	1	1	14	26
21	3		53		3		1		19		79	
22		2	5	39		1		1		8	5	51
23		1	16	4	1				2		19	5
24			1	3							1	3
25		2	24	25		1	1	3	5	10	30	41
26	1		6	3					5		12	3

27	1		22	2	1	1	2		1		27	3
28	2	4	39	28	1		1	1	8	6	51	39
29			4	2						1	4	3
30	1		3	1						1	4	2
31	2		25	2	1		3		10	1	41	3
32			3	13				1		5	3	19
33			2	3	1						3	3
34	4		28	2			1		6		39	2
35			1	3				1	1	1	2	5
36		1	2	13					1	4	3	18
37			2	3					1	1	3	4
38			13	2			1		5		19	2
39			3	2							3	2
40			2	10				1		5	2	16
41			3				1		1		5	
42	1		13	1					4		18	1
43		1	3	4					1		4	5
44			2								2	
45			2								2	
46			10				1		5		16	
47												
48			1								1	
49	1		4								5	
	19	19	361	361	9	9	15	15	97	97	501	501

Analysis by Age

SCP	20 - 29 2018/19	20 - 29 2019/20	30 - 39 2018/19	30 - 39 2019/20	40 - 49 2018/19	40 - 49 2019/20	50 - 59 2018/19	50 - 59 2019/20	60 - 64 2018/19	60 - 64 2019/20	65 + 2018/19	65 + 2019/20	Grand Total 2018/19	Grand Total 2019/20
3		3		6		3		12		9		3		36
4		2		1		1		2		1				7
5		2		1		2		2						7
6		2				1		3		2		1		9
7		2		3		2		7						14
8		1		2		3		4		1				11
9		2		6		1		4		1				14
10			1				1						2	
11	3	3	5	12	3	27	11	20	9	14	3	3	34	79
12	1	1	1	1			1	2		1			3	5
13	2				1		1		1				5	
14	1	6		3		3		4		3			1	19
15		1	1		2		2						5	1
16	2						1		1				4	
17				9	1	7	2	13	1	1	1		5	30
18	2		3		2		7						14	
19	1	2	2	2	3	6	4	3	1				11	13
20	2	2	6	5	1	11	4	5	1	2		1	14	26
21	3		12		27		20		14		3		79	
22	1	2	1	15		14	2	11	1	7		2	5	51
23	6		3	3	3	1	4	1	3				19	5
24	1			2		1							1	3
25			9	13	7	11	13	15	1	2			30	41
26	2		2		5	2	3	1					12	3
27	2		5	2	12	1	5		2		1		27	3

28	2		15	6	14	18	11	8	7	7	2		51	39
29		1	2		1	2	1						4	3
30			3		1	1		1					4	2
31			13		11	2	15	1	2				41	3
32					2	8	1	9		2			3	19
33			2	1	1	1		1					3	3
34			6		18	2	8		7				39	2
35	1			1	1	1		3					2	5
36				4	2	6	1	4		3		1	3	18
37				1	2		1	2		1			3	4
38				2	8		9		2				19	2
39			1	1	1	1	1						3	2
40				2	2	6		8					2	16
41			1		1		3						5	
42			4		6		4	1	3		1		18	1
43			1			3	2	2	1				4	5
44			2										2	
45			1		1								2	
46			2		6		8						16	
47														
48							1						1	
49					3		2						5	
	32	32	104	104	148	148	149	149	57	57	11	11	501	501

TEMPLATE - AVERAGE PAY FOR BOTH GENDERS FOR EACH CURRENT AND PROPOSED GRADE

The column headed (A) Salary sets out female earnings as a percentage of male earnings.

The column headed (B) Salary sets out the impact of the proposed new grading and pay structure

TABLE: ANALYSIS OF CURRENT AND PROPOSED BASIC PAY BY JE POINTS RANGE

Grade	Based on 2018/19 pay Amounts					New Grades	Based on 2019/20 Pay amounts with pay award				
	No		Current Average FTE	Current Average FTE	(A) Salary		Proposed Average FTE	Proposed Average FTE	(B) Salary		
Current Grades	Male	Female	M (£) FTE (Y)	F (£) FTE (Z)	Women's pay as a % of men's pay (Z divided by Y)		Male	Female	M (£)	F (£)	Women's pay as a % of men's pay
Scale 1	10	26	17,289	17,286	99.98%	1	10	26	18,065	18,065	100.00%
Scale 2	5	3	17,431	17,376	99.68%	2	9	27	18,800	19,189	102.07%
Scale 3	2	13	17,827	18,348	102.93%		0	0	-	-	-
Scale 4	25	92	20,350	20,124	98.89%	3	24	85	21,115	20,922	99.08%
Scale 5	19	36	22,593	22,333	98.85%	4	18	32	23,403	23,235	99.28%
Scale 6	23	41	25,011	25,112	100.41%	5	24	42	25,873	25,979	100.41%
Scale 6/PO1	1	1	25,463	25,463	100.00%		0	0	-	-	-
Scale 6/SO1	0	0	-	-	-		0	0	-	-	-
Skills Group 1	0	0	-	-	-	5a	2	0	25,295	-	-
Skills Group 2	3	0	25,463	-	-	5b	3	0	26,317	-	-

Skills Group 3	21	0	24,657	-	-	5c	19	0	25,295	-	-
Skills Group 4	1	0	19,819	-	-	5d	1	0	20,344	-	-
SO1	21	28	27,930	28,034	100.37%						
SO2	22	23	30,756	30,424	98.92%						
PO1	17	10	33,396	33,836	101.32%						
PO2	14	14	37,446	37,445	100.00%						
PO3	9	15	41,104	41,150	100.11%						
PO4	2	4	44,697	44,462	99.47%						

April 2018 Salary Scales

Grade	SCP	Annual Salary	Hourly Rate	Monthly	Wkly
1	10	17252	8.9422	1437.67	330.86
	11	17289	8.9613	1440.75	331.57

2	12	17347	8.9914	1445.58	332.68
	13	17391	9.0142	1449.25	333.53

3	14	17681	9.1645	1473.42	339.09
	15	17972	9.3154	1497.67	344.67
	16	18319	9.4952	1526.58	351.32
	17	18672	9.6782	1556.00	358.09

4	18	18870	9.7808	1572.50	361.89
	19	19446	10.0794	1620.50	372.94
	20	19819	10.2727	1651.58	380.09
	21	20541	10.6469	1711.75	393.94

5	22	21074	10.9232	1756.17	404.16
	23	21693	11.2441	1807.75	416.03
	24	22401	11.6110	1866.75	429.61
	25	23111	11.9790	1925.92	443.22

6	26	23866	12.3704	1988.83	457.70
	27	24657	12.7804	2054.75	472.87
	28	25463	13.1981	2121.92	488.33

S.O.1	29	26470	13.7201	2205.83	507.64
	30	27358	14.1804	2279.83	524.67

Grade	SCP	Annual Salary	Hourly Rate	Monthly	Wkly
JNC A	50	46675	24.1929	3889.58	895.14
	51	47877	24.8159	3989.75	918.19
	52	49065	25.4317	4088.75	940.97
	53	50267	26.0547	4188.92	964.02

JNC B	54	51467	26.6767	4288.92	987.04
	55	52657	27.2935	4388.08	1009.86
	56	53976	27.9772	4498.00	1035.16
	57	55286	28.6562	4607.17	1060.28

JNC C	58	57470	29.7882	4789.17	1102.16
	59	58768	30.4610	4897.33	1127.06
	60	60081	31.1416	5006.75	1152.24
	61	61381	31.8154	5115.08	1177.17

JNC D	62	66005	34.2121	5500.42	1265.85
	63	67651	35.0653	5637.58	1297.42
	64	69303	35.9216	5775.25	1329.10
	65	70953	36.7768	5912.75	1360.74

JNC E	66	72599	37.6300	6049.92	1392.31
	67	74270	38.4961	6189.17	1424.36
	68	75491	39.1290	6290.92	1447.77
	69	77614	40.2294	6467.83	1488.49

	90	118958	61.6591	9913.17	2281.39	CX
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	31	28221	14.6277	2351.75	541.22
S.O.2	32	29055	15.0600	2421.25	557.22
	33	29909	15.5026	2492.42	573.60
	34	30756	15.9417	2563.00	589.84
PO1	35	31401	16.2760	2616.75	602.21
	36	32233	16.7072	2686.08	618.17
	37	33136	17.1753	2761.33	635.48
	38	34106	17.6780	2842.17	654.09
PO2	39	35229	18.2601	2935.75	675.62
	40	36153	18.7391	3012.75	693.35
	41	37107	19.2335	3092.25	711.64
	42	38052	19.7234	3171.00	729.76
PO3	43	39002	20.2158	3250.17	747.98
	44	39961	20.7128	3330.08	766.38
	45	40858	21.1778	3404.83	783.58
	46	41846	21.6899	3487.17	802.53
PO4	47	42806	22.1875	3567.17	820.94
	48	43757	22.6804	3646.42	839.18
	49	44697	23.1676	3724.75	857.20

Group 1	25	23111	11.9790	1925.92	443.22	Electricians Qual to carry out Test Inspection Plumbers with ACOP
	27	24657	12.7804	2054.75	472.87	
	31	28221	14.6277	2351.75	541.22	

Group 2	25	23111	11.9790	1925.92	443.22	Plumbers without ACOP Electricians
	26	23866	12.3704	1988.83	457.70	
	28	25463	13.1981	2121.92	488.33	

Group 3	23	21693	11.2441	1807.75	416.03	General Trades Bricklayers, Joiners Plasterers, Painters
	24	22401	11.6110	1866.75	429.61	
	27	24657	12.7804	2054.75	472.87	

Group 4	18	18870	9.7808	1572.50	361.89	
	19	19446	10.0794	1620.50	372.94	
	20	19819	10.2727	1651.58	380.09	

Annual Salaries and Hourly Rates from 1st April 2019

Grade	SCP	Annual Salary	Hourly Rate	Monthly	Wkly
A	1	17364	9.0002	1447.00	333.01
	2	17711	9.1801	1475.92	339.66
	3	18065	9.3636	1505.42	346.45

B	4	18426	9.5507	1535.50	353.38
	5	18795	9.7419	1566.25	360.45
	6	19171	9.9368	1597.58	367.66
	7	19554	10.1354	1629.50	375.01

C	8	19945	10.3380	1662.08	382.51
	9	20344	10.5448	1695.33	390.16
	10	20751	10.7558	1729.25	397.96
	11	21166	10.9709	1763.83	405.92
	12	21589	11.1902	1799.08	414.04

D	13	22021	11.4141	1835.08	422.32
	14	22462	11.6427	1871.83	430.78
	15	22911	11.8754	1909.25	439.39
	16	23369	12.1128	1947.42	448.17
	17	23836	12.3548	1986.33	457.13

E	18	24313	12.6021	2026.08	466.28
	19	24799	12.8540	2066.58	475.60
	20	25295	13.1111	2107.92	485.11
	21	25801	13.3733	2150.08	494.81
	22	26317	13.6408	2193.08	504.71

SO1	23	26999	13.9943	2249.92	517.79
	24	27905	14.4639	2325.42	535.16
	25	28785	14.9200	2398.75	552.04

SO2	26	29636	15.3611	2469.67	568.36
	27	30507	15.8126	2542.25	585.07
	28	31371	16.2604	2614.25	601.64

PO1	29	32029	16.6015	2669.08	614.25
	30	32878	17.0415	2739.83	630.54
	31	33799	17.5189	2816.58	648.20
	32	34788	18.0315	2899.00	667.17

PO2	33	35934	18.6255	2994.50	689.15
	34	36876	19.1138	3073.00	707.21
	35	37849	19.6181	3154.08	725.87
	36	38813	20.1178	3234.42	744.36

PO3	37	39782	20.6201	3315.17	762.94
	38	40760	21.1270	3396.67	781.70

Grade	SCP	Annual Salary	Hourly Rate	Monthly	Wkly
JNC A	50	47609	24.6770	3967.42	913.05
	51	48835	25.3125	4069.58	936.56
	52	50047	25.9407	4170.58	959.81
	53	51273	26.5762	4272.75	983.32

JNC B	54	52497	27.2106	4374.75	1006.79
	55	53711	27.8398	4475.92	1030.07
	56	55056	28.5370	4588.00	1055.87
	57	56392	29.2295	4699.33	1081.49

JNC C	58	58620	30.3843	4885.00	1124.22
	59	59944	31.0706	4995.33	1149.61
	60	61283	31.7646	5106.92	1175.29
	61	62609	32.4519	5217.42	1200.72

JNC D	62	67326	34.8969	5610.50	1291.18
	63	69005	35.7671	5750.42	1323.38
	64	70690	36.6405	5890.83	1355.70
	65	72373	37.5128	6031.08	1387.98

JNC E	66	74051	38.3826	6170.92	1420.16
	67	75756	39.2663	6313.00	1452.85
	68	77001	39.9117	6416.75	1476.73
	69	79167	41.0344	6597.25	1518.27

	74	91012	47.1739	7584.33	1745.44
	90	121338	62.8927	10111.50	2327.03

Skills Group 1	17	23836	12.3548	1986.33	457.13
	20	25295	13.1111	2107.92	485.11
	25	28785	14.9200	2398.75	552.04

Skills Group 2	17	23836	12.3548	1986.33	457.13
	19	24799	12.8540	2066.58	475.60
	22	26317	13.6408	2193.08	504.71

Skills Group 3	14	22462	11.6427	1871.83	430.78
	15	22911	11.8754	1909.25	439.39
	20	25295	13.1111	2107.92	485.11

Skills Group 4	7	19554	10.1354	1629.50	375.01
	8	19945	10.3380	1662.08	382.51
	9	20344	10.5448	1695.33	390.16

	39	41675	21.6013	3472.92	799.25
	40	42683	22.1237	3556.92	818.58

PO4	41	43662	22.6312	3638.50	837.35
	42	44632	23.1340	3719.33	855.96
	43	45591	23.6310	3799.25	874.35