

PAY COMPARISONS

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Note: Some of these pay comparisons use data from external organisations such as Labour Research Department (LRD) or Incomes Data Services (IDS). Where this is the case, the source is listed. When both organisations provide data on a job, both results are listed and these may be slightly different because different employers were surveyed.

TEACHERS – England and Wales

CLASSROOM TEACHERS

From 1 September 2005				
Spine Point	England & Wales	Inner London	Outer London	Fringe Area
	£	£	£	£
1	19,161	23,001	22,002	20,082
6	28,005	31,749	30,642	28,923
Upper Pay Scale 3	32,628	38,916	35,268	33,549

*There are additional payments for “Excellent Teachers” and “Advanced Skills Teachers”.

Source: National Union of Teachers - www.teachers.org.uk/topichome.php?id=143

HEAD TEACHERS

From 1 April 2004				
Spine Point	England & Wales	Inner London	Outer London	Fringe Area
	£	£	£	£
L6 min	37,617	43,908	40,257	38,535
L43 max	93,297	99,585	95,934	94,218

Source: Incomes Data Services

TEACHERS – Scotland

UNPROMOTED TEACHERS

From 1 April 2006	
Spine Point	£
1	23,316
6	31,008

Source: Educational Institute of Scotland (EIS) - www.eis.org.uk/html/member/salaries/ScalesI.htm

CHARTERED TEACHERS

From 1 April 2006	
Spine Point	£
1	31,968
6	38,013

Source: Educational Institute of Scotland (EIS) - www.eis.org.uk/html/member/salaries/ScalesI.htm

*Chartered teacher grade is a new grade that is open to experienced classroom teachers.

POLICE (UK)

CONSTABLE

From 1 September 2005	
Pay point	£
On appointment	20,397
After initial training	22,770
2	24,090
10	32,025

Source: Police Federation - www.polfed.org/PayScales.pdf

SERGEANT

From 1 September 2005	
	£
0	32,025
4	35,991

Source: Police Federation - www.polfed.org/PayScales.pdf

PRISON SERVICE

ENGLAND AND WALES

	From 1 April 2005	
	Minimum	Maximum
	£	£
Prison Officer	18,483	26,433
Senior Officer	28,202	
Principal Officer	29,695	30,643

Source: HM Prison Service - www.hmprisonservice.gov.uk/careersandjobs/payscales/

SCOTLAND

	2006	
	Minimum (probationary)	Maximum (after 5 years)
	£	£
Prison Officer	£14,373	£19,130

Source: Scottish Prison Service - www.sps.gov.uk/Default.asp?docid=891

CIVIL SERVICE

Department for Work and Pensions (129,000 staff)

Effective Date: 1 July 2005

	National		Inner London	
	Min	Max	Min	Max
Admin Assistant	£11,750 (£6.09 p/h)	£13,580	£15,040	£16,870
Admin Officer	£13,320	£16,740	£16,740	£20,280
Executive Officer	£17,290	£22,820	£20,450	£26,500
Senior Executive Officer	£28,160	£34,380	£31,780	£38,090

Source: Incomes Data Services, February 2006

HM Revenue and Customs (105,000 staff)

Effective Date: 1 July 2005

	National		London	
	Min	Max	Min	Max
Admin Assistant	£12,107 (£6.22 p/h)	£14,265	£13,337	£15,737
Admin Officer	£14,035	£17,634	£15,384	£19,316
Executive Officer	£18,413	£22,508	£19,387	£23,674
Senior Executive Officer	£33,989	£42,264	£35,581	£44,271

Source: Incomes Data Services, February 2006

Dept of Environment, Food and Rural Affairs (7,000 staff)

Effective Date: 1 July 2005

	National		London	
	Min	Max	Min	Max
Admin Assistant	£14,083 (£7.30 p/h)	£15,516	£17,158	£18,858
Admin Officer	£17,264	£18,977	£20,274	£22,311
Executive Officer	£21,892	£25,330	£24,439	£28,419
Senior Executive Officer	£31,344	£37,368	£33,728	£40,463

Source: Incomes Data Services, February 2006

Checkout assistant

Median midpoint salary	£11,174
Average midpoint salary	£11,295

Source: IDS PayBenchmark (average of 10 jobs), April 2006

Porter

Median midpoint salary	£11,942
Average midpoint salary	£12,362

Source: IDS PayBenchmark (average of 16 jobs), April 2006

	Average pay	Median (midpoint) pay	Jobs in sample
Annual pay	£14,831	£13,050	8
Weekly pay	£206.86	£207.64	4
Hourly pay	£5.55	£5.60	8

Source: LRD Payline, April 2006

Cleaner

Median midpoint salary	£11,529
Average midpoint salary	£11,911

Source: IDS PayBenchmark (average of 40 jobs), April 2006

	Average pay	Median (midpoint) pay	Jobs in sample
Annual pay	£12,389	£11,652	109
Weekly pay	£228.26	£218.55	23
Hourly pay	£6.33	£6.04	73

Source: LRD Payline, April 2006

Housing Officer

Median midpoint salary	£22,246
Average midpoint salary	£22,137

Source: IDS PayBenchmark (average of 12 jobs), April 2006

	Average pay	Median (midpoint) pay	Jobs in sample
Annual pay	£20,876	£19,788	5

Source: LRD Payline, April 2006

Clerk

Median midpoint salary	£14,338
Average midpoint salary	£14,932

Source: IDS PayBenchmark (average of 29 jobs), April 2006

	Average pay	Median (midpoint) pay	Jobs in sample
Annual pay	£16,562	£16,077	349
Weekly pay	£276.84	£294.79	12
Hourly pay	£6.41	£6.24	53

Source: LRD Payline, April 2006

Admin Assistant

Median midpoint salary	£14,914
Average midpoint salary	£15,416

Source: IDS PayBenchmark (average of 67 jobs), April 2006

	Average pay	Median (midpoint) pay	Jobs in sample
Annual pay	£17,435	£15,964	208

Source: LRD Payline, April 2006

Customer Service Adviser (Call Centre)

Median midpoint salary	£14,600
Average midpoint salary	£15,000

Source: IDS "Pay and Conditions in Call Centres", survey of 102 organisations, September 2005