

Band 2

POINT	18/19 Basic wage	19/20 Suggested Pay spine	19/20 Suggested wage	20/21 Suggested Pay spine	20/21 Suggested wage
31	18,203	32	18,389	35	18,934
31	18,203	32	18,389	35	18,934
31	18,203	32	18,389	35	18,934
31	18,203	32	18,389	35	18,934
32	18,389	33	18,567	35	18,934
33	18,567	35	18,934	38	19,496
34	18,740	35	18,934	38	19,496
35	18,934	36	19,115	38	19,496
36	19,115	38	19,496	41	20,079
37	19,308	38	19,496	41	20,079
38	19,496	39	19,689	41	20,079
39	19,689	40	19,886	43	20,481
40	19,886	40	20,079	43	20,481
41	20,079	41	20,277	43	20,481
42	20,277	43	20,481	45	20,885
43	20,481	44	20,682	45	20,885
44	20,682	45	20,885	47	21,282
45	20,885	46	21,084	47	21,282
46	21,084	47	21,282	50	21,929
47	21,282	48	21,492	50	21,929
48	21,492	50	21,929	50	21,929
49	21,712	50	21,929	50	21,929
50	21,929	50	21,929	50	21,929

	Current	19/20	20/21
50	21,929	21,929	21,929
49	21,712		
48	21,492	21,492	
47	21,282	21,282	21,282
46	21,084	21,084	
45	20,885	20,885	20,885
44	20,682	20,682	
43	20,481	20,481	20,481
42	20,277	20,277	
41	20,079	20,079	20,079
40	19,886		
39	19,689	19,689	
38	19,496	19,496	19,496
37	19,308		
36	19,115	19,115	
35	18,934	18,934	18,934
34	18,740		
33	18,567	18,567	
32	18,389	18,389	
31	18,203		

20 points

15 points

7 points

Band 3

POINT	18/19 Basic wage	19/20 Suggested Payspine	19/20 Suggested wage	20/21 Suggested Payspine	20/21 Suggested wage
55	23,039	56	23,268	59	23,970
55	23,039	56	23,268	59	23,970
55	23,039	56	23,268	59	23,970
55	23,039	56	23,268	59	23,970
56	23,268	57	23,486	59	23,970
57	23,486	59	23,970	61	24,441
58	23,730	59	23,970	61	24,441
59	23,970	60	24,199	61	24,441
60	24,199	61	24,441	63	24,932
61	24,441	62	24,678	63	24,932
62	24,678	63	24,932	65	25,419
63	24,932	64	25,173	65	25,419
64	25,173	65	25,419	68	26,184
65	25,419	66	25,681	68	26,184
66	25,681	68	26,184	71	26,968
67	25,934	68	26,184	71	26,968
68	26,184	69	26,443	71	26,968
69	26,443	71	26,968	74	27,784
70	26,708	71	26,968	74	27,784
71	26,968	72	27,241	74	27,784
72	27,241	74	27,784	74	27,784
73	27,509	74	27,784	74	27,784
74	27,784	74	27,784	74	27,784

	Current
74	27,784
73	27,509
72	27,241
71	26,968
70	26,708
69	26,443
68	26,184
67	25,934
66	25,681
65	25,419
64	25,173
63	24,932
62	24,678
61	24,441
60	24,199
59	23,970
58	23,730
57	23,486
56	23,268
55	23,039

	19/20
	27,784
	27,241
	26,968
	26,443
	26,184
	25,681
	25,419
	25,173
	24,932
	24,678
	24,441
	24,199
	23,970
	23,486
	23,268

	20/21
	27,784
	26,968
	26,184
	25,419
	24,932
	24,441
	23,970

Band 4

POINT	18/19 Basic wage	19/20 Suggested Payspine	19/20 Suggested wage	20/21 Suggested Payspine	20/21 Suggested wage
83	30,356	84	30,661	87	31,580
83	30,356	84	30,661	87	31,580
83	30,356	84	30,661	87	31,580
83	30,356	84	30,661	87	31,580
84	30,661	85	31,121	87	31,580
85	30,961	86	31,271	89	32,211
86	31,271	87	31,580	89	32,211
87	31,580	89	32,211	92	33,178
88	31,892	89	32,211	92	33,178
89	32,211	90	32,535	92	33,178
90	32,535	92	33,178	95	34,173
91	32,861	92	33,178	95	34,173
92	33,178	93	33,507	95	34,173
93	33,507	95	34,173	98	35,207
94	33,844	95	34,173	98	35,207
95	34,173	96	34,514	98	35,207
96	34,514	98	35,207	100	35,910
97	34,857	98	35,207	100	35,910
98	35,207	99	35,549	100	35,910
99	35,549	100	35,910	102	36,625
100	35,910	101	36,260	102	36,625
101	36,260	102	36,625	102	36,625
102	36,625	102	36,625	102	36,625

	Current
102	36,625
101	36,260
100	35,910
99	35,549
98	35,207
97	34,857
96	34,514
95	34,173
94	33,844
93	33,507
92	33,178
91	32,861
90	32,535
89	32,211
88	31,892
87	31,580
86	31,271
85	30,961
84	30,661
83	30,356

	19/20
	36,625
	36,260
	35,910
	35,549
	35,207
	34,514
	34,173
	33,507
	33,178
	32,535
	32,211
	31,580
	31,271
	30,961
	30,661

	20/21
	36,625
	35,910
	35,207
	34,173
	33,178
	32,211
	31,271

Band 5

POINT	18/19 Basic wage	19/20 Suggested Payspine	19/20 Suggested wage	20/21 Suggested Payspine	20/21 Suggested wage
99	35,549	103	36,984	105	37,723
100	35,910	103	36,984	105	37,723
101	36,260	103	36,984	105	37,723
102	36,625	103	36,984	105	37,723
103	36,984	104	37,351	105	37,723
104	37,351	105	37,723	107	38,475
105	37,723	106	38,093	107	38,475
106	38,093	107	38,475	109	39,240
107	38,475	108	38,851	109	39,240
108	38,851	109	39,240	111	40,018
109	39,240	110	39,632	111	40,018
110	39,632	111	40,018	112	40,415
111	40,018	112	40,415	112	40,415
112	40,415	112	40,415	112	40,415

	Current	
112	14 points	40,415
111		40,018
110		39,632
109		39,240
108		38,851
107		38,475
106		38,093
105		37,723
104		37,351
103		36,984
102		36,625
101		36,260
100		35,910
99		35,549

	19/20	
	10 points	40,415
		40,018
		39,632
		39,240
		38,851
		38,475
		38,093
		37,723
		37,351
		36,984

	20/21	
	5 points	40,415
		40,018
		39,240
		38,475
		37,723

Band 6

POINT	18/19 Basic wage	19/20 Suggested Payspine	19/20 Suggested wage	20/21 Suggested Payspine	20/21 Suggested wage
111	40,018	115	41,635	117	42,414
112	40,415	115	41,635	117	42,414
113	40,839	115	41,635	117	42,414
114	41,228	115	41,635	117	42,414
115	41,635	116	42,050	117	42,414
116	42,050	117	42,414	119	43,283
117	42,414	118	42,855	119	43,283
118	42,855	119	43,283	121	44,149
119	43,283	120	43,718	121	44,149
120	43,718	121	44,149	123	45,037
121	44,149	122	44,592	123	45,037
122	44,592	123	45,037	125	45,948
123	45,037	124	45,490	125	45,948
124	45,490	125	45,948	127	46,876
125	45,948	126	46,412	127	46,876
126	46,412	127	46,876	129	47,824
127	46,876	128	47,343	129	47,824
128	47,343	129	47,824	129	47,824
129	47,824	129	47,824	129	47,824

	Current	
129		47,824
128		47,343
127		46,876
126		46,412
125		45,948
124		45,490
123		45,037
122		44,592
121		44,149
120	19 points	43,718
119		43,283
118		42,855
117		42,414
116		42,050
115		41,635
114		41,228
113		40,839
112		40,415
111		40,018

	19/20
	47,824
	47,343
	46,876
	46,412
	45,948
	45,490
	45,037
	44,592
	44,149
	43,718
	43,283
	42,855
	42,414
	42,050
	41,635

	20/21
	47,824
	46,876
	45,948
	45,037
	44,149
	43,283
	42,414

Band A

POINT	18/19 Basic wage	19/20 Suggested Payspine	19/20 Suggested wage	20/21 Suggested Payspine	20/21 Suggested wage
7	43,502	9	44,379	14	46,654
8	43,937	9	44,379	14	46,654
9	44,379	10	44,825	14	46,654
10	44,825	12	45,732	16	47,601
11	45,278	12	45,732	16	47,601
12	45,732	13	46,189	16	47,601
13	46,189	14	46,654	18	48,563
14	46,654	15	47,123	18	48,563
15	47,123	16	47,601	18	48,563
16	47,601	17	48,070	18	48,563
17	48,070	18	48,563	22	50,534
18	48,563	19	49,045	22	50,534
19	49,045	20	49,539	22	50,534
20	49,539	21	50,031	22	50,534
21	50,031	22	50,534	24	51,546
22	50,534	23	51,032	24	51,546
23	51,032	24	51,546	26	52,577
24	51,546	25	52,058	26	52,577
25	52,058	26	52,577	28	53,639
26	52,577	27	53,104	28	53,639
27	53,104	28	53,639	28	53,639
28	53,639	28	53,639	28	53,639

	Current
28	53,639
27	53,104
26	52,577
25	52,058
24	51,546
23	51,032
22	50,534
21	50,031
20	49,539
19	49,045
18	48,563
17	48,070
16	47,601
15	47,123
14	46,654
13	46,189
12	45,732
11	45,278
10	44,825
9	44,379
8	43,937
7	43,502

	19/20
	53,639
	53,104
	52,577
	52,058
	51,546
	51,032
	50,534
	50,031
	49,539
	49,045
	48,563
	48,070
	47,601
	47,123
	46,654
	46,189
	45,732
	44,825
	44,379

	20/21
	53,639
	52,577
	51,546
	50,534
	49,539
	48,563
	47,601
	46,654
	45,732

Band B

POINT	18/19 Basic wage	19/20 Suggested Payspine	19/20 Suggested wage	20/21 Suggested Payspine	20/21 Suggested wage
22	50,534	24	51,546	27	53,104
23	51,032	24	51,546	27	53,104
24	51,546	25	52,058	27	53,104
25	52,058	27	53,104	30	54,712
26	52,577	27	53,104	30	54,712
27	53,104	28	53,639	30	54,712
28	53,639	30	54,712	35	57,507
29	54,169	30	54,712	35	57,507
30	54,712	31	55,261	35	57,507
31	55,261	33	56,377	35	57,507
32	55,807	33	56,377	35	57,507
33	56,377	34	56,937	35	57,507
34	56,937	35	57,507	39	59,835
35	57,507	36	58,078	39	59,835
36	58,078	37	58,665	39	59,835
37	58,665	38	59,252	39	59,835
38	59,252	39	59,835	43	62,278
39	59,835	40	60,446	43	62,278
40	60,446	41	61,039	43	62,278
41	61,039	42	61,657	43	62,278
42	61,657	43	62,278	46	64,162
43	62,278	44	62,897	46	64,162
44	62,897	46	64,162	46	64,162
45	63,528	46	64,162	46	64,162
46	64,162	46	64,162	46	64,162

	Current
46	64,162
45	63,528
44	62,897
43	62,278
42	61,657
41	61,039
40	60,446
39	59,835
38	59,252
37	58,665
36	58,078
35	57,507
34	56,937
33	56,377
32	55,807
31	55,261
30	54,712
29	54,169
28	53,639
27	53,104
26	52,577
25	52,058
24	51,546
23	51,032
22	50,534

	19/20
	64,162
	62,897
	62,278
	61,657
	61,039
	60,446
	59,835
	59,252
	58,665
	58,078
	57,507
10 points	56,937
	56,377
	55,261
	54,712
	53,639
	53,104
	52,058
	51,546

	20/21
	64,162
	62,278
	61,039
	59,835
	58,665
	57,507
6 points	
	56,377
	54,712
	53,104

Band C

POINT	18/19 Basic wage	19/20 Suggested Payspine	19/20 Suggested wage	20/21 Suggested Payspine	20/21 Suggested wage
35	57,507	36	58,078	40	60,446
36	58,078	37	58,665	40	60,446
37	58,665	38	59,252	40	60,446
38	59,252	39	59,835	40	60,446
39	59,835	40	60,446	42	61,657
40	60,446	41	61,039	42	61,657
41	61,039	42	61,657	44	62,897
42	61,657	43	62,278	44	62,897
43	62,278	44	62,897	46	64,162
44	62,897	45	63,528	46	64,162
45	63,528	46	64,162	48	65,444
46	64,162	47	64,803	48	65,444
47	64,803	48	65,444	52	68,097
48	65,444	49	66,110	52	68,097
49	66,110	50	66,761	52	68,097
50	66,761	51	67,437	52	68,097
51	67,437	52	68,097	56	70,873
52	68,097	53	68,784	56	70,873
53	68,784	54	69,470	56	70,873
54	69,470	55	70,172	56	70,873
55	70,172	56	70,873	59	73,018
56	70,873	57	71,576	59	73,018
57	71,576	59	73,018	59	73,018
58	72,296	59	73,018	59	73,018
59	73,018	59	73,018	59	73,018

	Current	19/20	20/21
59	73,018	73,018	73,018
58	72,296		
57	71,576	71,576	
56	70,873	70,873	70,873
55	70,172	70,172	
54	69,470	69,470	
53	68,784	68,784	
52	68,097	68,097	68,097
51	67,437	67,437	
50	66,761	66,761	
49	66,110	66,110	
48	65,444	65,444	65,444
47	64,803	64,803	
46	64,162	64,162	64,162
45	63,528	63,528	
44	62,897	62,897	62,897
43	62,278	62,278	
42	61,657	61,657	61,657
41	61,039	61,039	
40	60,446	60,446	60,446
39	59,835	59,835	
38	59,252	59,252	
37	58,665	58,665	
36	58,078	58,078	
35	57,507		

Band D

POINT	18/19 Basic wage	19/20 Suggested Payspine	19/20 Suggested wage	20/21 Suggested Payspine	20/21 Suggested wage
52	68,097	54	69,470	57	71,576
53	68,785	54	69,470	57	71,576
54	69,470	55	70,172	57	71,576
55	70,172	57	71,576	60	73,744
56	70,873	57	71,576	60	73,744
57	71,576	58	72,649	60	73,744
58	72,296	60	73,744	63	75,984
59	73,018	60	73,744	63	75,984
60	73,744	61	74,850	63	75,984
61	74,492	63	75,984	66	78,283
62	75,235	63	75,984	66	78,283
63	75,984	64	77,124	66	78,283
64	76,745	66	78,283	69	80,664
65	77,511	66	78,283	69	80,664
66	78,283	67	79,457	69	80,664
67	79,069	69	80,664	71	82,275
68	79,856	69	80,664	71	82,275
69	80,664	70	81,874	71	82,275
70	81,458	71	82,275	75	85,621
71	82,275	72	83,509	75	85,621
72	83,094	73	83,928	75	85,621
73	83,928	74	85,187	75	85,621
74	84,770	75	85,621	79	89,100
75	85,621	76	86,473	79	89,100
76	86,473	77	87,338	79	89,100
77	87,338	78	88,215	79	89,100
78	88,215	79	89,100	79	89,100
79	89,100	79	89,100	79	89,100

	Current
79	89,100
78	88,215
77	87,338
76	86,473
75	85,621
74	84,770
73	83,928
72	83,094
71	82,275
70	81,458
69	80,664
68	79,856
67	79,069
66	78,283
65	77,511
64	76,745
63	75,984
62	75,235
61	74,492
60	73,744
59	73,018
58	72,296
57	71,576
56	70,873
55	70,172
54	69,470
53	68,785
52	68,097

	19/20
	89,100
	87,338
	85,621
	83,928
	82,275
	80,664
	78,283
	75,984
	73,744
	71,576
	69,470

	20/21
	89,100
	85,621
	82,275
	80,664
	78,283
	75,984
	73,744
	71,576