

**Pay Grade Framework including flexible benefit and job related vehicle allowance (as at 1 April 2025)**

| <b>W1</b> |         |
|-----------|---------|
| W1 Z1     | £24,309 |
| W1 Z2     | £24,355 |
| W1 Z3     | £24,798 |
| <b>W2</b> |         |
| W2 Z1     | £24,799 |
| W2 Z1     | £25,233 |
| W2 Z1     | £25,667 |
| W2 Z1/Z2  | £26,104 |
| W2 Z2     | £26,538 |
| W2 Z2     | £26,972 |
| W2 Z2/Z3  | £27,409 |
| W2 Z3     | £27,843 |
| W2 Z3     | £28,277 |
| W2 Z3     | £28,713 |
| <b>W3</b> |         |
| W3 Z1     | £28,714 |
| W3 Z1     | £29,199 |
| W3 Z1     | £29,684 |
| W3 Z1/Z2  | £30,172 |
| W3 Z2     | £30,657 |
| W3 Z2     | £31,142 |
| W3 Z2/Z3  | £31,630 |
| W3 Z3     | £32,115 |
| W3 Z3     | £32,600 |
| W3 Z3     | £33,087 |
| <b>W4</b> |         |
| W4 Z1     | £33,088 |
| W4 Z1     | £33,824 |
| W4 Z1     | £34,560 |
| W4 Z1/Z2  | £35,298 |
| W4 Z2     | £36,034 |
| W4 Z2     | £36,770 |
| W4 Z2/Z3  | £37,508 |
| W4 Z3     | £38,244 |
| W4 Z3     | £38,980 |
| W4 Z3     | £39,717 |

| <b>W5</b> |         |
|-----------|---------|
| W5 Z1     | £39,718 |
| W5 Z1     | £40,291 |
| W5 Z1     | £40,864 |
| W5 Z1     | £41,437 |
| W5 Z1/Z2  | £42,012 |
| W5 Z2     | £42,585 |
| W5 Z2     | £43,158 |
| W5 Z2     | £43,731 |
| W5 Z2/Z3  | £44,306 |
| W5 Z3     | £44,879 |
| W5 Z3     | £45,452 |
| W5 Z3     | £46,025 |
| W5 Z3     | £46,569 |
| <b>W6</b> |         |
| W6 Z1     | £46,570 |
| W6 Z1     | £47,222 |
| W6 Z1     | £47,874 |
| W6 Z1     | £48,526 |
| W6 Z1/Z2  | £49,179 |
| W6 Z2     | £49,831 |
| W6 Z2     | £50,483 |
| W6 Z2     | £51,135 |
| W6 Z2/Z3  | £51,788 |
| W6 Z3     | £52,440 |
| W6 Z3     | £53,092 |
| W6 Z3     | £53,744 |
| W6 Z3     | £54,396 |
| <b>W7</b> |         |
| W7 Z1     | £54,397 |
| W7 Z1     | £55,329 |
| W7 Z1     | £56,261 |
| W7 Z1     | £57,193 |
| W7 Z1/Z2  | £58,126 |
| W7 Z2     | £59,058 |
| W7 Z2     | £59,990 |
| W7 Z2     | £60,922 |
| W7 Z2/Z3  | £61,895 |
| W7 Z3     | £62,827 |
| W7 Z3     | £63,759 |
| W7 Z3     | £64,691 |
| W7 Z3     | £65,623 |
| <b>W8</b> |         |
| W8 Z1     | £65,624 |
| W8 Z1     | £66,525 |
| W8 Z1     | £67,426 |
| W8 Z1     | £68,327 |
| W8 Z1/Z2  | £69,229 |
| W8 Z2     | £70,130 |
| W8 Z2     | £71,031 |
| W8 Z2     | £71,932 |
| W8 Z2/Z3  | £72,835 |
| W8 Z3     | £73,736 |
| W8 Z3     | £74,637 |
| W8 Z3     | £75,538 |
| W8 Z3     | £76,439 |

| <b>W9</b>  |          |
|------------|----------|
| W9 Z1      | £76,440  |
| W9 Z1      | £77,612  |
| W9 Z1      | £78,784  |
| W9 Z1      | £79,956  |
| W9 Z1/Z2   | £81,130  |
| W9 Z2      | £82,302  |
| W9 Z2      | £83,474  |
| W9 Z2      | £84,646  |
| W9 Z2/Z3   | £85,820  |
| W9 Z3      | £86,992  |
| W9 Z3      | £88,164  |
| W9 Z3      | £89,336  |
| W9 Z3      | £90,509  |
| <b>W10</b> |          |
| W10 Z1     | £90,510  |
| W10 Z1     | £92,017  |
| W10 Z1     | £93,524  |
| W10 Z1     | £95,031  |
| W10 Z1/Z2  | £96,538  |
| W10 Z2     | £98,045  |
| W10 Z2     | £99,552  |
| W10 Z2     | £101,059 |
| W10 Z2/Z3  | £102,566 |
| W10 Z3     | £104,073 |
| W10 Z3     | £105,580 |
| W10 Z3     | £107,087 |
| W10 Z3     | £108,593 |
| <b>W11</b> |          |
| W11 Z1     | £108,594 |
| W11 Z1     | £110,237 |
| W11 Z1     | £111,880 |
| W11 Z1     | £113,523 |
| W11 Z1/Z2  | £115,167 |
| W11 Z2     | £116,810 |
| W11 Z2     | £118,453 |
| W11 Z2     | £120,096 |
| W11 Z2/Z3  | £121,740 |
| W11 Z3     | £123,383 |
| W11 Z3     | £125,026 |
| W11 Z3     | £126,669 |
| W11 Z3     | £128,312 |
| <b>W12</b> |          |
| W12 Z1     | £128,313 |
| W12 Z1     | £130,052 |
| W12 Z1     | £131,791 |
| W12 Z1     | £133,530 |
| W12 Z1/Z2  | £135,272 |
| W12 Z2     | £137,011 |
| W12 Z2     | £138,750 |
| W12 Z2     | £140,489 |
| W12 Z2/Z3  | £142,231 |
| W12 Z3     | £143,970 |
| W12 Z3     | £145,709 |
| W12 Z3     | £147,448 |
| W12 Z3     | £149,189 |

| <b>Flexible Benefits Allowance</b> |        |
|------------------------------------|--------|
| W1                                 | £1,700 |
| W2                                 | £1,783 |
| W3                                 | £1,881 |
| W4                                 | £2,007 |
| W5                                 | £2,241 |
| W6                                 | £2,506 |
| W7                                 | £2,888 |
| W8                                 | £3,255 |
| W9                                 | £3,731 |
| W10                                | £4,347 |
| W11                                | £5,018 |
| W12                                | £5,728 |

| <b>Vehicle Allowance</b> |  |
|--------------------------|--|
| £2,600                   |  |

| <b>Trainee / Apprentice Grades</b> |                   |                 |
|------------------------------------|-------------------|-----------------|
| <b>T1</b>                          | Apprentice        | £7.55 per hour  |
| <b>T2</b>                          | Under 18          | £7.55 per hour  |
| <b>T3</b>                          | 18 to 20 year old | £10.00 per hour |
| <b>T4</b>                          | Age 21 or over    | £12.21 per hour |