

**HR & OD SERVICE**

**Pay and Grading Structure with effect from 1 April 2020 and 1 April 2021**

SCP	Grade		Salary 01/04/20	Salary 01/04/21	
1	17		17,842	18,333	
2		16	18,198	18,516	
3	15		18,562	18,887	
4	15	14	18,933	19,264	
5		14	19,312	19,650	
6	13	14	19,698	20,043	
7	13		20,092	20,444	
8	13		20,493	20,852	
9	13		20,903	21,269	
10	13		21,322	21,695	
11	13		21,748	22,129	
12		12	22,183	22,571	
13		12	22,627	23,023	
14		12	23,080	23,484	
15		12	23,541	23,953	
16		12	24,012	24,432	
17		12	24,491	24,920	
18		12	24,982	25,419	
19		12	25,481	25,927	
20	11		25,991	26,446	
21	11		26,511	26,975	
22	11		27,041	27,514	
23	11		27,741	28,226	
24	11		28,672	29,174	
25	11		29,577	30,095	
26		10	30,451	30,984	
27		10	31,346	31,895	
28		10	32,234	32,798	
29		10	32,910	33,486	
30		10	33,782	34,373	
31	9	10	34,728	35,336	
32	9		35,745	36,371	
33	9		36,922	37,568	
34	9		37,890	38,553	
35	9	8	38,890	39,571	
36		8	39,880	40,578	
37		8	40,876	41,591	
38		8	41,881	42,614	SCC Spot Point
39	7	8	42,936	43,686	
40	7		43,992	44,763	
41	7		45,105	45,894	
42	7		46,443	47,256	
43	7		47,391	48,219	SCC Spot Point
44	7		48,573	49,422	
45		6	49,782	50,652	
46		6	51,033	51,927	
47		6	52,299	53,214	
48		6	53,613	54,552	
49		6	54,954	55,917	
50		6	56,322	57,309	SCC Spot Point
51		5	70,257	71,487	SCC Spot Point
52		4	79,545	80,937	SCC Spot Point