

Payscale WEF 01/04/2018						
	a	b	c	d	e	Hay Job Units
Chief Executive	111,874					Spot Salary
Strategic Director	104,040					Spot salary
1	75,538	73,551	71,562	69,575	67,588	770-899
2	64,024	62,339	60,655	58,972	57,287	630-769
3	52,964	51,569	50,176	48,782	47,386	540-629
4	46,571	45,347	44,121	42,895	41,670	450-539
5	40,524	39,459	38,392	37,518	36,738	391-449
6	36,425	35,466	34,508	33,551	32,588	331-390
7	32,194	31,349	30,500	29,655	28,514	276-330
8	27,961	27,112	26,280	25,780	25,444	221-275
9	25,043	24,404	23,766	23,125	22,486	171-220
10	22,123	21,488	20,849	20,210	20,066	121-170
11	19,579	19,092	18,605	18,114	17,629	61-120
12	17,145	16,881				BELOW 60

Waverley is committed to paying at least the Living Wage, as set by the Living Wage Foundation. The Living Wage is set in November and we will amend the lowest points on our paycales each April in order to maintain our position as a Living Wage Employer.

APPRENTICES

	Annual Rate	Weekly Rate	Hourly Rate	
Year 2 - 25 + over	£14,290	£274.80	£7.83	National Living Wage
Year 2- 21 - 24 yrs	£13,469	£259.01	£7.38	£7.83
Year 2- 18 - 20	£10,768	£207.07	£5.90	
Year 2- under 18	£8,855	£170.29	£4.85	
Year 1*	£7,872	£151.38	£4.31	

* This rate is for apprentices aged 16 to 18 and those aged 19 or over who are in their first year.

The National Living Wage, introduced from Apr 16, has come into place at Waverley for Apprentices who are 25 years or older during the second year of their apprenticeship. All other Apprentices are paid at least the National Minimum Wage as outlined for Apprentices. Any changes to the NLW/NMW rates will come into immediate effect once the new rates are introduced by the government.

NATIONAL GRADUATE SCHEME

Year 1	£25,176
Year 2	£25,998

Professional Planner Salary Scales

Grade	a	b	c	d	e	Hay Job Units	Leave in Days
P3	57,900	55,971	54,038	52,108	50,177	540-629	29/32
P4	48,899	47,616	46,327	45,041	43,754	450-539	29/32
P5	44,577	43,404	42,232	41,269	40,412	391-449	26/29
P6	37,990	36,679	35,380	34,103	32,504	276-330	24/27
P7	32,155	30,507	28,777	27,225	25,444	221-275	24/27

* Progression to P7b and above will be dependent on meeting in full the criteria for membership of the Royal Town Planning Institute.

Casual Rates

Mon - Fri	£9.09
Sat/Sun before 6pm	£9.09
Sat/Sun 6pm - Midnight	£11.54
Sat/Sun - after midnight	£14.88