

**Pay Grade framework including flexible benefit
and job related vehicle allowance (as at 01/04/2021)**

Grade	Zone 1		Zone 2		Zone 3		Flexible benefit	*Vehicle allowance
W1	18,328	19,451	19,452	20,941	20,942	22,431	1,500	2,600
W2	22,432	23,710	23,711	24,989	24,990	26,265	1,633	2,600
W3	26,266	27,694	27,695	29,123	29,124	30,550	1,781	2,600
W4	30,551	32,715	32,716	34,880	34,881	37,044	2,007	2,600
W5	37,045	39,291	39,292	41,538	41,539	43,783	2,241	2,600
W6	43,784	46,331	46,332	48,879	48,880	51,424	2,506	2,600
W7	51,425	55,077	55,078	58,730	58,731	62,382	2,888	2,600
W8	62,383	65,928	65,929	69,474	69,475	73,019	3,255	2,600
W9	73,020	77,614	77,615	82,209	82,210	86,803	3,731	2,600
W10	86,804	92,708	92,709	98,613	98,614	104,517	4,347	2,600
W11	104,518	110,957	110,958	117,397	117,398	123,834	5,018	2,600
W12	123,835	130,653	130,654	137,472	137,473	144,288	5,728	2,600

*includes insurance premium, this allowance is only applicable if a vehicle is considered to be required for you to be able to do your job.

Trainee / Apprentice grades		
T1	Apprentice	£4.30 per hour
T2	16-17 Year Old	£4.62 per hour
T3	18 to 20 Year Old	£6.56 per hour
T4	21 and 22 Year Old	£8.36 per hour
T5	23 and over / WBC Apprentice	£8.91 - £9.49 per hour