

**Pay Grade framework including flexible benefit
and job related vehicle allowance (as at 01/04/2022)**

Grade	Zone 1		Zone 2		Zone 3		Flexible benefit	*Vehicle allowance
W1	19,100	20,237	20,238	21,568	21,569	22,898	1,700	2,600
W2	22,899	24,203	24,204	25,508	25,509	26,813	1,783	2,600
W3	26,814	28,271	28,272	29,729	29,730	31,187	1,881	2,600
W4	31,188	33,397	33,398	35,607	35,608	37,817	2,007	2,600
W5	37,818	40,111	40,112	42,405	42,406	44,699	2,241	2,600
W6	44,670	47,278	47,279	49,887	49,888	52,496	2,506	2,600
W7	52,497	56,225	56,226	59,994	59,995	63,723	2,888	2,600
W8	63,724	67,328	67,329	70,934	70,935	74,539	3,255	2,600
W9	74,540	79,229	79,230	83,919	83,920	88,609	3,731	2,600
W10	88,610	94,637	94,638	100,665	100,666	106,693	4,347	2,600
W11	106,694	113,266	113,267	119,839	119,840	126,412	5,018	2,600
W12	126,413	133,371	133,372	140,330	140,331	147,289	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 - £9.89 per hour