

Pay Grade Framework including flexible benefit and job related vehicle allowance (as at 1 April 2026)

W1	
W1 Z1	£24,309
W1 Z2	£25,134
W1 Z3	£25,592
W2	
W2 Z1	£25,593
W2 Z1	£26,040
W2 Z1	£26,488
W2 Z1/Z2	£26,939
W2 Z2	£27,387
W2 Z2	£27,835
W2 Z2/Z3	£28,286
W2 Z3	£28,734
W2 Z3	£29,182
W2 Z3	£29,632
W3	
W3 Z1	£29,633
W3 Z1	£30,133
W3 Z1	£30,634
W3 Z1/Z2	£31,138
W3 Z2	£31,638
W3 Z2	£32,139
W3 Z2/Z3	£32,642
W3 Z3	£33,143
W3 Z3	£33,643
W3 Z3	£34,146
W4	
W4 Z1	£34,147
W4 Z1	£34,906
W4 Z1	£35,666
W4 Z1/Z2	£36,428
W4 Z2	£37,187
W4 Z2	£37,947
W4 Z2/Z3	£38,708
W4 Z3	£39,468
W4 Z3	£40,227
W4 Z3	£40,988

W5	
W5 Z1	£40,989
W5 Z1	£41,580
W5 Z1	£42,172
W5 Z1	£42,763
W5 Z1/Z2	£43,356
W5 Z2	£43,948
W5 Z2	£44,539
W5 Z2	£45,130
W5 Z2/Z3	£45,724
W5 Z3	£46,315
W5 Z3	£46,906
W5 Z3	£47,498
W5 Z3	£48,059
W6	
W6 Z1	£48,060
W6 Z1	£48,733
W6 Z1	£49,406
W6 Z1	£50,079
W6 Z1/Z2	£50,753
W6 Z2	£51,426
W6 Z2	£52,098
W6 Z2	£52,771
W6 Z2/Z3	£53,445
W6 Z3	£54,118
W6 Z3	£54,791
W6 Z3	£55,464
W6 Z3	£56,137
W7	
W7 Z1	£56,138
W7 Z1	£57,100
W7 Z1	£58,061
W7 Z1	£59,023
W7 Z1/Z2	£59,986
W7 Z2	£60,948
W7 Z2	£61,910
W7 Z2	£62,872
W7 Z2/Z3	£63,876
W7 Z3	£64,837
W7 Z3	£65,799
W7 Z3	£66,761
W7 Z3	£67,723
W8	
W8 Z1	£67,724
W8 Z1	£68,654
W8 Z1	£69,584
W8 Z1	£70,513
W8 Z1/Z2	£71,444
W8 Z2	£72,374
W8 Z2	£73,304
W8 Z2	£74,234
W8 Z2/Z3	£75,166
W8 Z3	£76,096
W8 Z3	£77,025
W8 Z3	£77,955
W8 Z3	£78,885

W9	
W9 Z1	£78,886
W9 Z1	£80,096
W9 Z1	£81,305
W9 Z1	£82,515
W9 Z1/Z2	£83,726
W9 Z2	£84,936
W9 Z2	£86,145
W9 Z2	£87,355
W9 Z2/Z3	£88,566
W9 Z3	£89,776
W9 Z3	£90,985
W9 Z3	£92,195
W9 Z3	£93,405
W10	
W10 Z1	£93,406
W10 Z1	£94,962
W10 Z1	£96,517
W10 Z1	£98,072
W10 Z1/Z2	£99,627
W10 Z2	£101,182
W10 Z2	£102,738
W10 Z2	£104,293
W10 Z2/Z3	£105,848
W10 Z3	£107,403
W10 Z3	£108,959
W10 Z3	£110,514
W10 Z3	£112,068
W11	
W11 Z1	£112,069
W11 Z1	£113,765
W11 Z1	£115,460
W11 Z1	£117,156
W11 Z1/Z2	£118,852
W11 Z2	£120,548
W11 Z2	£122,243
W11 Z2	£123,939
W11 Z2/Z3	£125,636
W11 Z3	£127,331
W11 Z3	£129,027
W11 Z3	£130,722
W11 Z3	£132,418
W12	
W12 Z1	£132,419
W12 Z1	£134,214
W12 Z1	£136,008
W12 Z1	£137,803
W12 Z1/Z2	£139,601
W12 Z2	£141,395
W12 Z2	£143,190
W12 Z2	£144,985
W12 Z2/Z3	£146,782
W12 Z3	£148,577
W12 Z3	£150,372
W12 Z3	£152,166
W12 Z3	£153,963

Flexible Benefits Allowance	
W1	£1,754
W2	£1,840
W3	£1,941
W4	£2,071
W5	£2,313
W6	£2,586
W7	£2,980
W8	£3,359
W9	£3,850
W10	£4,486
W11	£5,179
W12	£5,911

Vehicle Allowance	
£2,683	

Trainee / Apprentice Grades		
T1	Apprentice	£8.00 per hour
T2	16 to 17 year old	£8.00 per hour
T3	18 to 20 year old	£10.85 per hour
T4	Age 21 or over	£12.71 per hour