

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

W1	
W1 Z1	£25,949
W1 Z2	£25,964
W1 Z3	£26,436
W2	
W2 Z1	£26,437
W2 Z1	£26,900
W2 Z1	£27,362
W2 Z1/Z2	£27,828
W2 Z2	£28,291
W2 Z2	£28,754
W2 Z2/Z3	£29,220
W2 Z3	£29,682
W2 Z3	£30,145
W2 Z3	£30,610
W3	
W3 Z1	£30,611
W3 Z1	£31,128
W3 Z1	£31,645
W3 Z1/Z2	£32,165
W3 Z2	£32,682
W3 Z2	£33,199
W3 Z2/Z3	£33,719
W3 Z3	£34,236
W3 Z3	£34,753
W3 Z3	£35,273
W4	
W4 Z1	£35,274
W4 Z1	£36,058
W4 Z1	£36,843
W4 Z1/Z2	£37,630
W4 Z2	£38,414
W4 Z2	£39,199
W4 Z2/Z3	£39,986
W4 Z3	£40,770
W4 Z3	£41,555
W4 Z3	£42,341

W5	
W5 Z1	£42,342
W5 Z1	£42,952
W5 Z1	£43,563
W5 Z1	£44,174
W5 Z1/Z2	£44,787
W5 Z2	£45,398
W5 Z2	£46,009
W5 Z2	£46,620
W5 Z2/Z3	£47,233
W5 Z3	£47,844
W5 Z3	£48,454
W5 Z3	£49,065
W5 Z3	£49,645
W6	
W6 Z1	£49,646
W6 Z1	£50,341
W6 Z1	£51,036
W6 Z1	£51,731
W6 Z1/Z2	£52,428
W6 Z2	£53,123
W6 Z2	£53,818
W6 Z2	£54,513
W6 Z2/Z3	£55,209
W6 Z3	£55,904
W6 Z3	£56,599
W6 Z3	£57,294
W6 Z3	£57,989
W7	
W7 Z1	£57,990
W7 Z1	£58,984
W7 Z1	£59,977
W7 Z1	£60,971
W7 Z1/Z2	£61,966
W7 Z2	£62,959
W7 Z2	£63,953
W7 Z2	£64,946
W7 Z2/Z3	£65,984
W7 Z3	£66,977
W7 Z3	£67,971
W7 Z3	£68,964
W7 Z3	£69,958
W8	
W8 Z1	£69,959
W8 Z1	£70,919
W8 Z1	£71,880
W8 Z1	£72,840
W8 Z1/Z2	£73,802
W8 Z2	£74,763
W8 Z2	£75,723
W8 Z2	£76,684
W8 Z2/Z3	£77,646
W8 Z3	£78,607
W8 Z3	£79,567
W8 Z3	£80,528
W8 Z3	£81,488

W9	
W9 Z1	£81,489
W9 Z1	£82,739
W9 Z1	£83,988
W9 Z1	£85,238
W9 Z1/Z2	£86,489
W9 Z2	£87,739
W9 Z2	£88,988
W9 Z2	£90,237
W9 Z2/Z3	£91,489
W9 Z3	£92,738
W9 Z3	£93,988
W9 Z3	£95,237
W9 Z3	£96,488
W10	
W10 Z1	£96,489
W10 Z1	£98,095
W10 Z1	£99,702
W10 Z1	£101,308
W10 Z1/Z2	£102,915
W10 Z2	£104,521
W10 Z2	£106,128
W10 Z2	£107,735
W10 Z2/Z3	£109,341
W10 Z3	£110,948
W10 Z3	£112,554
W10 Z3	£114,161
W10 Z3	£115,766
W11	
W11 Z1	£115,767
W11 Z1	£117,519
W11 Z1	£119,270
W11 Z1	£121,022
W11 Z1/Z2	£122,774
W11 Z2	£124,526
W11 Z2	£126,278
W11 Z2	£128,029
W11 Z2/Z3	£129,782
W11 Z3	£131,533
W11 Z3	£133,285
W11 Z3	£135,036
W11 Z3	£136,788
W12	
W12 Z1	£136,789
W12 Z1	£138,643
W12 Z1	£140,497
W12 Z1	£142,350
W12 Z1/Z2	£144,208
W12 Z2	£146,061
W12 Z2	£147,915
W12 Z2	£149,769
W12 Z2/Z3	£151,626
W12 Z3	£153,480
W12 Z3	£155,334
W12 Z3	£157,188
W12 Z3	£159,044

Flexible Benefits Allowance	
W1	£1,811
W2	£1,899
W3	£2,003
W4	£2,138
W5	£2,387
W6	£2,669
W7	£3,076
W8	£3,467
W9	£3,974
W10	£4,630
W11	£5,344
W12	£6,100

Vehicle Allowance	
£2,771	

Trainee / Apprentice Grades	
T1	£8.00 per hour
T2	£8.00 per hour
T3	£10.85 per hour
T4	£12.71 per hour