

Pay Policy

This policy should be read alongside the 'Common Principles' at the beginning of the policy suite.

13.1. Introduction

The Academy Trust recognises the value of a well-motivated and capable staff body in order to enable all of our pupils' to achieve their maximum potential. The Academy Trust will ensure that all employees have access to advice, training and development opportunities appropriate to their needs.

This policy applies to all employees employed on fixed term or permanent contracts of employment.

All pay decisions will be made in an objective, fair and transparent manner. All decisions will be in accordance with equalities and employment legislation.

13.2. Basic principles

The Academy Trust will:

1. Employ teachers with contracts of employment include contractual reference to the School Teachers' Pay and Conditions Document (STPCD) and the Burgundy Book, and will determine salaries in accordance with STPCD (save that teachers employed on the Leadership Scale and who are required to work across more than one school will have their salary band determined by a fair and reasonable interpretation of STPCD principles);
2. Employ support staff with contracts of employment that include contractual reference to the NJC / GLPC provisions and the Green Book, including payscales;
3. Use the GLPC Job Evaluation scheme as the grading reference for support staff, but will not employ any staff on an hourly rate lower than the London Living Wage as defined by the Mayor of London;
4. Apply nationally agreed cost of living increases (whether teachers or support staff);
5. Adopt and follow an appraisal process for all staff, which shall include a salary review that shall be recommended to the relevant Pay Committee:
 - For teachers, by 31st October
 - For Executive Headteacher and Headteachers, by 31st December. For support staff, by 31st October
6. Where a job description or circumstances change a pay review may be undertaken at another appropriate time.
7. Issue a personal written statement to all staff setting out their salary and any allowances within one month of the determination of the pay review.
8. Enable employees to appeal against a decision that affects their pay by following the process set out in Appendix 4.

The Pay Committee's (one for each Local Governing Body and one for the Board of Trustees) shall ensure that this policy is operated in a fair and transparent manner, that new roles are graded appropriately, and that the Academy Trust observes its statutory and contractual obligations. The Pay Committee shall minute clearly the reasons for all decisions and report the facts of these to the next Local Governing Body / Board of Trustees.

Where a national pay award (for teaching and / or support staff) places a significant stress upon the budget of a school or the Academy Trust, the school or Academy Trust may consider restructuring staff. Any restructuring proposals would follow the procedures set out in the Managing Organisational Change policy.

13.3. Support staff pay and progression

- 1) The Academy Trust has set salary bands in accordance with GLPC Job Evaluation scheme.
- 2) The 2018/19 salary points and allowances are shown in Appendix 1. This Appendix shall be updated annually in accordance with the process set out below.
- 3) Future new staff will be employed on GLPC pay scales.
- 4) The initial starting salary for a new employee on the salary band for the role shall be determined by the Headteacher or Executive Headteacher taking into account any or all of their current salary, references, performance reports from their previous employment, and the needs of the Academy Trust.
- 5) The SEN allowance shall – for employees recruited after September 2018 – only apply for roles where the employee has responsibility for direct work with pupils.
- 6) The financial value for each salary point, additional responsibility payments, allowances, and temporary payments shall be approved annually following the issuing of the updated payscales or pay award. The following process will be used to determine the updated pay values for Appendix 1:
 - a) Where there is a single set of new financial values agreed nationally (or a percentage uplift) and no policy decisions are required to be taken by the Academy Trust because there is no discretion, the Executive Headteacher may adopt the new annual pay scales for the Academy Trust.
 - b) Where there is discretion within the national award for different employers to make different choices, the process would be:
 - JCC meeting with a view to seeking a recommendation;
 - Each Local Governing Body makes a decision – if all make the same decision then it is applied;
 - If there is difference in the vote between the LGBs then the Board of Trustees makes the final decision (as a normal decision of the Board, not a Reserved Matter, so long as the decision reached is within the parameters of the discretion afforded to employers while remaining compliant with NJC / GLPC).

- 7) Part-time and directly contracted short notice / supply staff shall be employed and pay calculated in accordance with role evaluation and Appendix 1 payscales (new staff on GLPC payscales).
- 8) Incremental pay progression is automatic until the top of the salary band is reached at which point the salary shall only increase in accordance with national 'cost of living' pay awards
- 9) Any progression up the pay spine is a permanent increase in salary while the member of staff remains in the same post or a new post within the Academy Trust.
- 10) The annual 'cost of living' pay award shall be applied as soon as possible and, if necessary, backdated.
- 11) Salary safeguarding arrangements shall be in accordance with NJC / GLPC (as appropriate to current contract) and Green Book arrangements.

13.4. Teacher pay and progression

- 1) The Academy Trust has set salary bands, additional responsibility payments, allowances (such as SEN Allowance), Acting allowances, additional payments, recruitment and retention incentive benefits, and temporary payments in accordance with STPCD.
- 2) The Academy Trust has adopted the pay structure and additional responsibility payments and allowances as set out in Appendix 2. This Appendix shall be updated annually in accordance with the process set out below.
- 3) The initial starting salary for a new employee on the Main Pay Scale or Upper Pay Scale shall be determined by the Headteacher or Executive Headteacher. The Academy Trust will seek to ensure that the existing pay point of teachers applying for posts in the Academy Trust is matched, where the salary reflects an appropriate reference point in this policy. The Academy Trust will not seek to limit the pay range for vacant teaching posts.
- 4) The financial value for each salary point, additional responsibility payments, allowances, and temporary payments shall be approved annually following the issuing of the latest STPCD and national pay award guidelines. The following process will be used to determine the updated pay values for Appendix 2:
 - a) Where there is a single set of new financial values agreed nationally (or a percentage uplift) and no policy decisions are required to be taken by the Academy Trust because there is no discretion, the Executive Headteacher may adopt the new annual pay scales for the Academy Trust.
 - b) Where there is discretion within the national award for different employers to make different choices, the process would be:
 - JCC meeting with a view to seeking a recommendation;
 - Each Local Governing Body makes a decision – if all make the same decision then it is applied;
 - If there is difference in the vote between the LGBs then the Board of Trustees makes the final decision (as a normal decision of the Board, not a Reserved Matter, so long as the decision reached is within the parameters of the discretion afforded

to employers while remaining compliant with NJC / GLPC).

5) Part-time and directly contracted short notice / supply teachers shall be employed and pay calculated in accordance with STPCD guidance and Appendix 2 financial values.

6) Teaching and Learning Responsibilities (TLRs) shall be awarded in accordance with STPCD requirements. A TLR 1 or 2 will be for a clearly defined and sustained additional responsibility in the context of the schools staffing structure for the purpose of ensuring the continued delivery of high quality teaching and learning. All job descriptions will be regularly reviewed and will make clear, if applicable, the responsibility or package of responsibilities for which a TLR is awarded.

7) Pay reviews for individual staff shall be undertaken as part of the appraisal process and in accordance with the timings and requirements of STPCD.

8) Unqualified Teachers: The Academy Trust will not under any circumstances determine a salary for an unqualified teacher outside of the unqualified teacher pay spine (as set by STPCD). Annual pay progression within the range for this post is not automatic. Decisions regarding pay progression will be made annually with reference to the most recent appraisal report. Any movement up the pay range will only be made where there has been sustained high quality of performance. A decision not to award pay progression may be taken whether or not the teacher is subject to capability proceedings.

- Unqualified teachers will only be eligible for additional responsibility payments or allowances in accordance with STPCD.

9) Newly Qualified Teachers: Pay decisions for Newly Qualified Teachers (NQTs) will be made by means of the statutory induction process where staff who pass the induction will be eligible for pay progression.

10) Main Pay Scale: Progression up the Main Pay Scale pay spine will be made where there has been a successful appraisal. Decisions not to progress up the Main Pay Scale pay spine will only be made in circumstances where concerns about standards of performance have been formally raised in writing as part of the appraisal process.

11) Progression to Upper Pay Scale: The Academy Trust's process for considering applications to progress onto the Upper Pay Scale is set out in Appendix 3.

12) Progression within Upper Pay Scale: Annual pay progression for staff on the Upper Pay Scale is not automatic. Decisions regarding pay progression will be made annually with reference to the most recent appraisal report and UPR teachers will be eligible to progress to the next point on the school's upper pay range where (i) their appraisal outcome confirms that their performance over at least two academic years in this school has been highly competent in all elements of the relevant standards; (ii) their teaching skills are consistently good or outstanding (leading to learners achieving well relative to their prior attainment, making progress as good as, or better than, similar learners nationally); and (iii) their achievements and contribution to the school are substantial and sustained.

13) Any progression up the pay spine for Unqualified Teachers, Main Pay Scale, or Upper Pay Scale is a permanent increase in salary while the teacher remains in the same post or a new post within the Academy Trust.

14) Pay decisions for individual staff shall be made by the relevant Pay Committee (as set out in the Scheme of Delegation) having regard to evidence provided as part of the

Performance Appraisal review, the appraisal report, the relevant teachers' standards and taking into account advice from Senior Leaders. If the pay decision is to increase pay, this shall be applied at the next possible pay date, including backdating to 1st September.

15) The Headteacher or Executive Headteacher shall recommend to the Local Governing Body or Board of Trustees as appropriate should they wish to introduce any Leading Practitioner posts (or subsequent similar job families introduced in future versions of STPCD) and shall adopt appropriate job descriptions and pay scales in accordance with any requirements set out in STPCD. It would be expected that any such posts would not be eligible for additional responsibility payments or SEN allowances.

16) Salary safeguarding arrangements shall be in accordance with STPCD.

13.5. Staffing structure

Appendix 5 provides, for information, the staffing structure of the Academy Trust. Appendix 5 is not part of this policy for the purpose of the Reserved Matter. Appendix 5 will be updated annually for information.

13.6. Pay scales for particular roles

Appendix 6 provides, for information, the pay scales for roles within the Academy Trust. Appendix 6 is not part of this policy for the purpose of the Reserved Matter. Appendix 6 will be updated as required.

Appendix 1: Support staff pay scales

These are the GLPC pay scales applying for the period April 2018 to March 2019. These are full time equivalent salaries. These apply to staff at The Village School.

Spinal point 2018/19	Financial value
6	£19,611
7	£19,635
8	£19,701
9	£19,755
10	£19,881
11	£19,896
12	£19,914
13	£19,935
14	£20,007
15	£20,136
16	£20,181
17	£20,472
18	£20,667
19	£21,198
20	£21,702
21	£22,425
22	£22,956
23	£23,577

Spinal point 2018/19	Financial value
24	£24,279
25	£24,999
26	£25,746
27	£26,538
28	£27,342
29	£28,356
30	£29,241
31	£30,108
32	£30,930
33	£31,794
34	£32,637
35	£33,282
36	£34,113
37	£35,025
38	£35,025
39	£37,098
40	£38,040
41	£38,994

Spinal point 2018/19	Financial value
42	£39,930
43	£40,887
44	£41,847
45	£42,735
46	£43,734
47	£44,691
48	£45,645
49	£46,578
50	£47,541
51	£48,495
52	£49,458
53	£50,442
54	£51,453
55	£52,494
56	£53,526
57	£54,549
58	£55,569
59	£56,604
60	£57,627

These are the NJC pay scales (inclusive of Inner London Weighting) applying for the period April 2018 to March 2019. These are full time equivalent salaries. These apply to staff at Woodfield School.

Spinal point 2018/19	Financial value
6	£18,251
7	£18,352
8	£18,483
9	£18,612

Spinal point 2018/19	Financial value
24	£24,258
25	£24,968
26	£25,723
27	£26,514

Spinal point 2018/19	Financial value
42	£39,909
43	£40,859
44	£41,818
45	£42,715
46	£43,703
47	£44,663
48	£45,614

10	£18,720	28	£27,320
11	£18,864	29	£28,327
12	£19,030	30	£29,215

13	£19,248
14	£19,538
15	£19,829
16	£20,176
17	£20,529
18	£20,727
19	£21,303
20	£21,676
21	£22,398
22	£22,931
23	£23,550

31	£30,078
32	£30,912
33	£31,766
34	£32,613
35	£33,258
36	£34,090
37	£34,993
38	£35,963
39	£37,086
40	£38,010
41	£38,964

49	£46,554

The following allowances apply for the period April 2018 to March 2019. These are full time equivalent allowances.

Allowance	Annual value	Notes
SEN allowance	£1,265	Applies to all staff who received it on 31/8/18 and to future new support staff who have direct responsibilities for children.
First aid	£107	Only applies to designated First Aiders at Woodfield

Appendix 2: Teaching staff pay scales

These salary points, additional responsibilities, and allowances apply for September 2017 to August 2018. All financial values are for full time equivalent staff. The values include Inner London weighting.

Pay Scales

Main Pay Scale	
Salary point	Financial value
1	£28,660
2	£30,155
3	£31,726
4	£33,379
5	£35,947
6	£39,006

Upper Pay Scale	
Salary point	Financial value
1	£43,616
2	£45,760
3	£47,298

Unqualified Teacher Scale	
Salary point	Financial value
1	£20,909
2	£22,842
3	£24,776
4	£26,709
5	£28,641
6	£30,573

Leadership scale						
Salary point	Financial value		Salary point	Financial value	Salary point	Financial value
L1	£46,814		L16	£64,525	L31	£89,742
L2	£47,804		L17	£65,387	L32	£91,783
L3	£48,816		L18	£67,305	L33	£93,881
L4	£49,844		L19	£68,789	L34	£96,018
L5	£50,906		L20	£70,310	L35	£98,220
L6	£51,991		L21	£71,865	L36	£100,464
L7	£53,194		L22	£73,465	L37	£102,783
L8	£54,247		L23	£75,094	L38	£105,135
L9	£55,411		L24	£76,778	L39	£107,516
L10	£56,644		L25	£78,497	L40	£110,020
L11	£57,918		L26	£80,254	L41	£112,584
L12	£59,087		L27	£82,057	L42	£115,211
L13	£60,376		L28	£83,910	L43	£116,738
L14	£61,695		L29	£85,807		
L15	£63,041		L30	£87,755		

Teaching and Learning Responsibilities

TLR point	Financial value

TLR 3	Between £529 and £2,630
2a	£2,667

2b	£4,465
2c	£6,515
1a	£7,698
1b	£9,474
1c	£11,222
1d	£13,027

SEN Allowance

All teaching staff on Main Pay Scale or Upper Pay Scale receive a SEN allowance of £2,106, except teaching staff employed at The Village School prior to 2008 who receive £4158.

UQT allowance

All unqualified teachers receive an allowance of £2,106 to give equivalence to the SEN Allowance that qualified teachers receive.

Acting allowance

In accordance with STPCD provisions for staff who carry out the duties of Headteacher, Deputy Headteacher or Assistant Headteacher.

Residential duties

None.

Additional payments

None.

Recruitment and retention incentives or benefits

Any values approved shall be in accordance with STPCD and shall include at the outset, in writing, the expected duration of any such incentive or benefit, and the review date after which they may be withdrawn. All such payments shall be subject to annual review.

Appendix 3: Application to progress to Upper Pay Scale

It is the responsibility of teachers to decide whether they wish to apply to be paid on the Upper Pay Scale. Determinations as to whether a teacher progresses to the upper pay range will be made in accordance with the requirements of the current version of STPCD and the process set out in this pay policy.

An application from a qualified teacher will be successful where the Academy Trust is satisfied that the teacher has evidence of high performance in this school in the previous two years, which shows i) that the teacher is highly competent in all elements of the teachers standards and ii) that their achievements and contribution to the school are substantial and sustained, and they are able to demonstrate that they have developed professionally in their teaching expertise.

In this Academy Trust, a teacher will be eligible to apply for progression where the teacher can satisfy the 3 criteria mentioned in the above paragraph and is demonstrably working to the UPS career stage standards.

All applications should be based on the results of the two most recent appraisals, under the Appraisal Regulations 2012, in this Academy Trust, including any recommendation on pay from the reviewer. Where such information is not applicable or available, e.g. those returning from maternity or sickness absence, a written statement and summary of evidence designed to demonstrate that the applicant has met the assessment criteria must be submitted by the applicant.

In order for the assessment to be robust and transparent, it will be an evidence-based process only. Further evidence can be produced as appropriate at the discretion of the Headteacher or Executive Headteacher. Those teachers who are not subject to the Appraisal Regulations 2012, or who have been absent, through sickness, disability or maternity, may cite written evidence from a 3 year period before the date of application in support of their application.

Process

One application may be submitted annually. The closing date for applications is normally 30 September each year; however, exceptions will be made in particular circumstances, e.g. those teachers who are on maternity leave or who are currently on sick leave.

If a teacher is simultaneously employed at another school outside the Academy Trust, they may submit separate applications if they wish to apply to be paid on the upper pay range in that school or schools. This Academy Trust will not be bound by any pay decisions made by another school.

The process for applications
is:

- Complete the Academy Trust's UPS application form.
- Submit the application form and supporting evidence to the Headteacher by 30 September;
- You will receive notification of the name of the assessor of your application within 5 working days;

- The assessor will assess the application, which will include a recommendation to the pay committee of the relevant body; The application, evidence and recommendation will be passed to the Headteacher for moderation purposes (particularly where the Headteacher is not the assessor);
- The relevant Pay Committee will make the final decision, advised by the Headteacher or Executive Headteacher;
- Teachers will receive written notification of the outcome of their application by 31 October.

Where the application is unsuccessful, the written notification will include the areas where it was felt that the teacher's performance did not satisfy the relevant criteria set out in this policy (see "Assessment" below).

- If requested, oral feedback will be provided by the assessor. Oral feedback will be given within 10 school working days of the date of notification of the outcome of the application.
- Feedback will be given in a positive and encouraging environment and will include advice and support on areas for improvement in order to meet the relevant criteria.
- Successful applicants will move to the minimum of the UPS backdated to 1 September of the year of application.
- Unsuccessful applicants can appeal the decision. The appeals process is set out in Appendix 2 of this Pay Policy.

Progression to the upper pay range is permanent, while the teacher remains in the same post or takes up another post in this Academy Trust.

Assessment

Decisions will be made on the basis of two successful performance management reviews/appraisals.

The teacher will be required to meet the criteria set out the current version of the STPCD and the criteria set out earlier in this Appendix.

An application from a qualified teacher will be successful where the relevant Pay Committee (as set out in the Scheme of Delegation) is satisfied that the teacher meets the criteria set out in the current version of the STPCD. The requirements in the 2017 version of the STPCD are that the teacher has evidence of high performance in this Academy Trust in the previous two years, which shows i) that the teacher is highly competent in all elements of the teachers standards and ii) that their achievements and contribution to the Academy Trust are substantial and sustained, and they are able to demonstrate that they have developed professionally in their teaching expertise.

In this Academy Trust, this means:

- **"Highly Competent"**: the teacher's performance is assessed as having excellent

depth and breadth of knowledge, skill and understanding of the Teachers' Standards in the particular role they are fulfilling and the context in which they are working.

- “**Substantial**”: the teacher’s achievements and contribution to the School / Academy Trust are significant, not just in raising standards of teaching and learning in their own classroom, or with their own groups of children, but also in making a positive contribution to the wider life and ethos of the school or Academy Trust, which impacts on pupil progress and the effectiveness of staff and colleagues.
- “**Sustained**”: the teacher must have had two consecutive successful appraisal reports in this school and have made good progress towards their objectives during this period (see exceptions, e.g. maternity/sick leave, in the introduction to this section). They will have been expected to have shown that their teaching expertise has grown over the relevant period and is consistently good to outstanding.

Appendix 4: Appealing against a pay decision

An employee may seek a review of any determination in relation to his or her pay or any other decision taken by the Board of Trustees (or any committee or individual acting with delegated authority) that effects their pay.

Appeals may be made on the grounds that the person or committee by whom the decision was made has:

- a) incorrectly applied any statutory provision;
- b) failed to have proper regard for statutory guidance;
- c) failed to take proper account of relevant evidence;
- d) was biased, and/or;
- e) otherwise unlawfully discriminated against the individual concerned.

This list is not exhaustive.

The procedure for considering appeals is as follows:

Where incremental progression is not awarded, the member of staff will receive written confirmation of their pay determination and the basis upon which the decision was made.

Stage one - Informal discussion with the appraiser or Headteacher prior to confirmation of pay recommendation

- If the member of staff is not satisfied with a pay recommendation, they should seek to resolve this by discussing the matter informally with the decision maker within ten working days of the Performance Management/Appraisal meeting where the pay recommendation was shared.
- Where this is not possible, or where the staff member continues to be dissatisfied with the decision, they may follow a formal appeal process.

Stage two – a formal representation to the Pay Committee making the pay determination

- The staff member should set down in writing the grounds for questioning the pay decision and send it to the person or committee who made the determination, within ten working days of the notification of the decision being appealed against or the outcome of the informal discussion referred to above.
- The committee who made the determination should arrange a hearing, within ten working days of receipt of the written appeal, at which they will consider the appeal and give the staff member an opportunity to make representations in person. Following the hearing the employee should be informed in writing of the decision and the right to appeal. The deadline for any appeal will be ten working days from

receipt of written confirmation of the decision.

Stage 3 – a formal appeal hearing with an appeals panel of governors or trustees

- Any further appeal should be heard by a panel of three (or in exceptional circumstances two) governors or trustees who were not involved in the original determination normally within twenty working days of the receipt of the written notification of appeal. The member of staff will be given the opportunity to make representations in person. The decision of the appeal panel will be given in writing and where the appeal has been rejected this will include a note of the evidence considered and the reasons for the decision. The decision of the governors / trustees at this hearing will be final.

Therapy Pay Scales & Education Equivalent

Salaries will be based on outer London as Support Staff are paid on Outer London Scales

NHS pay includes High Cost Area Supplement

Allowances have not been included and would be in addition figures are based on basic salary

NHS Banding	NHS Pay (depending on years experience)	NJC Point	NJC Pay LW to be included	GLPC Point	GLPC Pay No LW included
1	£21,119	11	£21,166	9	£23,187
2	£21,119 - £22,088	11 – 13	£21,166 - £22,021	9 – 11	£23,187 - £24,030
3	£22,267 - £24,107	14 – 18	£22,462 – £24,313	12 – 16	£24,462 - £26,274
4	£23,809 - £27,022	17 – 23	£23,836 - £26,999	15 – 22	£25,809 - £29,241
5	£26,682 - £34,049	23 – 32	£26,999 - £34,788	22 – 32	£29,241 - £36,711
6	£32,257.50 - £41,308	30 – 39	£32,878 – £41,675	30 – 39	£34,794 - £43,950
7	£37,866 - £47,705	35 – 43*	£37,849 - £45,591*	35 – 46	£39,774 - £50,448

- NJC pay points stop at 43

Brent Council GLPC Pay Scales (for Schools) - April 2019

Scale 1		Scale 2		Scale 3		Scale 4		Scale 5		Scale 6	
1	£20,103	3	£20,835	5	£21,591	7	£22,377	12	£24,462	18	£27,228
2	£20,466	4	£21,210	6	£21,981	8	£22,779	13	£24,903	19	£27,717
						9	£23,187	14	£25,353	20	£28,215
						10	£23,607	15	£25,809	21	£28,725
						11	£24,030	16	£26,274	22	£29,241
								17	£26,745		

SO1		SO2		PO1		PO2		PO3		PO4	
23	£29,766	26	£31,548	28	£33,291	31	£35,724	34	£38,799	38	£42,684
24	£30,213	27	£32,430	29	£33,948	32	£36,711	35	£39,774	39	£43,590
25	£30,711	28	£33,291	30	£34,794	33	£37,842	36	£40,728	40	£44,607
				31	£35,724	34	£38,799	37	£41,706	41	£45,585
PO5		PO6		PO7		PO8					
41	£45,585	44	£48,492	47	£51,450	51	£55,638				
42	£46,560	45	£49,464	48	£52,482	52	£56,682				
43	£47,511	46	£50,448	49	£53,544	53	£57,735				
44	£48,492	47	£51,450	50	£54,597	54	£58,779				

Brent Council Single Status Pay Scales (for Schools) - April 2019

Scale 1		Scale 2		Scale 3		Scale 4		Scale 5		Scale 6	
1	£17,364	3	£18,065	5	£18,795	7	£19,554	12	£21,589	18	£24,362
2	£17,711	4	£18,426	6	£19,171	8	£19,945	13	£22,021	19	£24,719
						9	£20,344	14	£22,462	20	£25,076
						10	£20,751	15	£22,911	21	£25,433
						11	£21,166	16	£23,369	22	£26,190
								17	£23,836		

SO1		SO2		PO1		PO2		PO3		PO4	
23	£26,999	26	£29,636	28	£31,371	31	£33,798	34	£36,876	38	£40,760
24	£27,905	27	£30,507	29	£32,029	32	£34,788	35	£37,849	39	£41,675
25	£28,785	28	£31,371	30	£32,878	33	£35,934	36	£38,813	40	£42,683
				31	£33,799	34	£36,876	37	£39,782	41	£43,662

PO5		PO6		PO7		PO8		London Weighting £1,925 Protected APTC £3,614 Manual £2,641
41	£43,662	44	£46,575	47	£49,518	51	£53,712	
42	£44,632	45	£47,547	48	£50,565	52	£54,768	
43	£45,591	46	£48,534	49	£51,621	53	£55,812	
44	£46,575	47	£49,518	50	£52,674	54	£56,859	