| 1 April 2018 -31 March 2019 |  |  |  |  | 1 April 2019 - 31 March 2020 |  |  |  |  | Option A |  |  |  |  |  |  | Option B |  |  |  |  |  |  | Option C |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| SCP | $\left\lvert\, \begin{aligned} & \text { ₹ per } \\ & \text { annum } \end{aligned}\right.$ | $\begin{array}{\|l\|l} \varepsilon^{\text {p per }} \\ \text { nour } \end{array}$ | Grades | $\left\|\begin{array}{c} \text { Number of } \\ \text { increment } \\ \text { s per } \\ \text { Grade } \end{array}\right\|$ | $\begin{aligned} & \text { New } \\ & \text { SCP } \end{aligned}$ | $\begin{gathered} \text { £ per } \\ \text { annum } \end{gathered}$ |  | $\begin{gathered} \text { old } \\ \text { sCP[s] } \end{gathered}$ | $\begin{gathered} \text { Heado } \\ \text { unt per } \\ \text { Grade } \end{gathered}$ | Grade | New ScP | $\begin{gathered} \text { £ per } \\ \text { annum } \end{gathered}$ | $\begin{gathered} \text { Headco } \\ \text { unt per } \\ \text { Grade } \end{gathered}$ | $\left\lvert\, \begin{gathered} \text { Cost per } \\ \text { scp } \\ \text { ع000 } \end{gathered}\right.$ | Number of increments per Grade | Headroom Difference <br> Difference | Grade | $\begin{aligned} & \text { New } \\ & \text { ScP } \end{aligned}$ | $\begin{array}{\|c} \text { £ per } \\ \text { annum } \end{array}$ | Headcount per Grade | $\begin{aligned} & \text { Cost per } \\ & \text { SCP } \\ & £ 000 \end{aligned}$ | Number of increment sper Grade Grade | Headroom Difference | Grade | $\xrightarrow{\text { New }}$ SCP | $\begin{array}{\|c\|} \hline \text { g per } \\ \text { annum } \end{array}$ | Headcount per Grade | Cost per SCP | Number of ncrements per Grad | Headroom Difference |
| 7 | ${ }^{1 / 16,394}$ | ${ }_{88}^{8872}$ | Grade A | ${ }^{4}$ | 1 | £17,364 | £9.24 | $6 / 7$ | 621 | Grade A | 1 | £17,364 | 621 | - | 2 | - | Grade A | 1 | £17,364 | 621 | 137 | 2 | - | Grade A | 1 | £17,364 | 621 | 137 | 2 | . |
| 7 | £16,495 | 88.78 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 8 | ¢16,626 | ${ }_{88.95}^{88.85}$ |  |  | 2 | ع17,711 | 29.42 | $8 / 9$ |  |  | 2 | ع17,711 |  | 2,481 |  |  |  | 2 | \&17,711 |  | 2,341 |  |  |  | 2 | ع17,711 |  | 2,341 |  |  |
| 10 | ${ }^{\text {116,863 }}$ | 88.97 | Grade B | ${ }^{3}$ |  | £18,065 | £9.61 | 10/11 | 222 | Grade B | 3 | £18,065 | 222 |  | 2 | - | Grade B | 3 | £18,065 | 222 | 302 | 2 | - | Grade B | 3 | £18,065 | 222 | 302 | 2 |  |
| 11 | £17,007 | 89.05 |  |  | 3 |  | 29.61 | 1017 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 12 | ${ }_{\text {117,173 }}$ | ع99.14 |  |  | 4 | £18,426 | ع9.81 | 12/13 |  |  | 4 | £18,426 |  | 2,012 |  |  |  | 4 | £18,426 |  | 1,704 |  |  |  | 4 | £18,426 |  | 1,704 |  |  |
| 14 | ${ }_{\text {¢ } 177,681}$ | ${ }_{\text {¢9.41 }}{ }^{29.56}$ |  |  | 5 | £18,795 | £10.00 | 14/15 | 241 | Grade C | 5 | £18,795 | 241 | 4,981 | 2 | - | Grade C | 5 | £18,795 | 241 | 4,981 | 3 | 2 | Grade C | 5 | £18,795 | 241 | 4,981 | 2 | 1 |
| 15 | ${ }_{\text {117,972 }}^{\text {¢ }}$ | ${ }^{29.56}$ | Grade D | 3 |  |  |  |  | 658 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 17 | \&18,672 | 29.94 |  |  | 6 | ع19,171 | 810.20 | 16/17 |  | Grade D | 6 | £19, 171 | 658 |  | 2 | - |  | 6 | £19,171 |  |  |  |  |  | 6 | \&19,171 |  |  |  |  |
| 18 | £18,870 | £10.04 |  |  | 7 | £19,554 | \&10.41 | 18 |  |  | 7 | \&19,554 |  | 11,633 |  |  |  | 7 | ع19,554 |  |  |  |  | Grade D | 7 | \&19,554 | 658 | 11,633 | 4 | 3 |
| 19 | £19,446 | ع10.35 | Grade E | 6 | 8 | \&19,945 | \&10.61 | 19 |  |  | 8 | ع19,945 | 1023 |  | 7 | - | Grade D | 8 | \&19,945 | 658 | 11,866 | 3 | 3 |  | 8 | ع19,945 |  |  |  |  |
| 20 | £19,819 | ¢10.55 |  |  | 9 | E20,344 | ${ }_{\text {¢10.83 }}$ | 20 | 1023 | Grade E | 9 | £20,344 |  | 1,097 |  |  |  | 9 | £20,344 |  | $\cdots$ |  |  |  | 9 | £20,344 |  |  |  |  |
|  |  |  |  |  | 10 | £20,751 | ¢111.04 |  |  |  | 10 | £20,751 |  | 1,525 |  |  |  | 10 | \&20,751 |  |  |  |  |  | 10 | £20,751 |  |  |  |  |
| ${ }^{21}$ | ${ }^{\text {220,541 }}$ | [10.93 |  |  | 11 | £21,166 | \&11.26 | 21 |  |  | 11 | £21,166 |  |  |  |  | Grade E | 11 | £21,166 | 1023 | 2,697 | 4 | - | Grade E | 11 | £21,166 | 1,023 | 2,697 | 6 | 2 |
| 22 | £21,074 | ع11.21 |  |  | $\frac{12}{13}$ | ¢21,589 | ${ }_{\text {¢11.49 }}$ | 22 |  |  | 12 | ${ }^{\text {¢21,589 }}$ |  | 2.516 |  |  |  | 12 | ${ }^{\text {¢221,589 }}$ |  | 2.516 |  |  |  | 12 | ${ }^{221,589}$ |  | 2,516 |  |  |
|  |  |  |  |  | 13 | £22,021 | \&11.72 |  |  |  | ${ }_{13}^{13}$ | £22,021 |  | ${ }^{1,466}$ |  |  |  | ${ }^{13}$ | £22,021 |  | $\cdots$ |  |  |  | 13 | E22,021 |  |  |  |  |
| ${ }^{23}$ | [221,693 | ${ }^{181.54}$ |  |  | 14 | £22,462 |  | 23 |  |  | 14 | £22,462 |  | 15,453 |  |  |  | 14 | £22,462 |  | 16,949 |  |  |  | 14 | £22,462 |  | 16,949 |  |  |
| ${ }^{24}$ | ¢22,401 | $\underline{111.92}$ | Grade F | 5 | 15 | £22,911 | ${ }^{\text {E12 } 12}$ | 24 | 614 | Grade F | 15 | £22,911 | 614 |  | 8 | - |  | 15 | ${ }^{\text {222,911 }}$ | . | $\cdots$ |  |  |  | 15 | ${ }^{\text {E22,911 }}$ |  | - |  |  |
|  |  |  |  |  | 16 | £23,369 | £12.44 |  |  |  | 16 | £23,369 |  | 1,171 |  |  |  | 16 | £23,369 | - | . |  |  |  | 16 | £23,369 |  |  |  |  |
| 25 | [22,111 | [12.30 |  |  | 17 | £23,836 | £12.68 | 25 |  |  | 17 | £23,836 |  |  |  |  |  | 17 | £23,836 | - |  |  |  | Grade F | 17 | ${ }_{\text {223,836 }}$ |  | 1,195 | 6 | 2 |
|  |  |  |  |  | 18 | £24,313 | \&12.94 |  |  |  | 18 | £24,313 |  | 1,994 |  |  |  | 18 | £24,313 |  |  |  |  |  | 18 | £24,313 | 614 |  |  |  |
| 26 | ${ }^{\text {223,866 }}$ | ${ }^{812.70}$ |  |  | 19 | £24,799 | £13.20 | 26 |  |  | 19 | £24,799 |  |  |  |  | Grade F | 19 | £24,799 | 614 | 3,277 | 4 | - |  | 19 | E24,799 |  | 2,034 |  |  |
| 27 | £24,657 | ¢13.12 |  |  | 20 | £25,295 | £13.46 | 27 |  |  | 20 | £25,295 |  | 1,352 |  |  |  | 20 | £22,295 |  | 1,352 |  |  |  | 20 | £25,295 |  | 1,352 |  |  |
|  |  |  |  |  | 21 | £25,801 | ${ }_{\text {¢13.73 }}$ |  |  |  | 21 | £25,801 |  | 883 |  |  |  | 21 | £22,801 |  | $-$ |  |  |  | 21 | ${ }^{225,801}$ |  | $\bigcirc$ |  |  |
| 28 | [25,463 | ¢13.55 |  |  | 22 | £26,317 | £14.00 | 28 |  |  | 22 | £26,317 |  | 11,046 |  |  |  | 22 | £26,317 |  | 11,946 |  |  |  | 22 | ${ }_{\text {226,317 }}$ |  | 11,946 |  |  |
| 29 | £26,470 | E14.09 | Grade G | 4 | 23 | £26,999 | £14.37 | 29 | 297 | Grade G | 23 | £26,999 | 297 | $\cdots$ | 4 | - | Grade G | 23 | £26,999 | 297 | - | 4 | - | Grade G | 23 | £26,999 | 297 | - | 6 | 2 |
| 30 | £27,358 | £14.56 |  |  | 24 | £27,905 | £14.85 | 30 |  |  | 24 | £27,905 |  | 765 |  |  |  | 24 | £27,905 |  | 765 |  |  |  | 24 | £27,905 |  | 765 |  |  |
| 31 | £28,221 | \&15.02 |  |  | 25 | £28,785 | £15.32 | 31 |  |  | 25 | £28,785 |  | 1,330 |  |  |  | 25 | £28,785 |  | 1,330 |  |  |  | 25 | £28,785 |  | 1,330 |  |  |
| 32 | £29,055 | ع15.46 |  |  | 26 | £29,636 | \&15.77 | 32 |  |  | 26 | £29,636 |  | 8,129 |  |  |  | 26 | \&29,636 |  | 8,129 |  |  |  | 26 | £29,636 |  | 8,129 |  |  |
| 33 | £29,909 | ع15.92 | Grade H | 5 | 27 | E30,507 | ع16.23 | 33 |  |  | 27 | E30,507 |  |  | 5 | . | Grade H | 27 | \&30,507 | 366 |  | 5 | . |  | 27 | E30,507 |  |  |  |  |
| 34 | £30,756 | ${ }^{\text {116.37 }}$ |  |  | 28 | ${ }^{\text {E31,371 }}$ | £16.69 | ${ }^{34}$ |  |  | 28 | £31,371 |  | 1,253 |  |  |  | 28 | ${ }^{\text {231,371 }}$ |  | 1,253 |  |  |  | 28 | ${ }_{\text {E31,371 }}$ |  | - |  |  |
| 35 | £31,401 | $\underline{16.71}$ |  |  | 29 | £32,029 | £17.04 | 35 | 366 | Grade H | 29 | £32,029 | 366 | 1,455 |  |  |  | 29 | \&32,029 |  | 1,455 |  |  | Grade H | 29 | E32,029 | 143 | 817 | 6 |  |
| 36 | ¢33,233 | ${ }^{\text {127.15 }}$ |  |  | 30 | £32,878 | \&17.50 | ${ }^{36}$ |  |  | 30 | ${ }^{\text {E32,878 }}$ |  | 1,611 |  |  |  | 30 | ${ }^{\text {E32,878 }}$ |  | 1,611 |  |  |  | 30 | ${ }^{\text {E32,878 }}$ |  | 345 |  |  |
| 37 | ${ }^{\text {833,136 }}$ | ${ }^{\text {P17.63 }}$ |  |  | 31 | 833,799 | ${ }^{\text {E17.99 }}$ | 37 |  |  | 31 | ¢33,799 |  | 7,695 |  |  |  | 31 | ¢33,799 |  | 7,695 |  |  |  | 31 | 233,799 |  | 3,212 |  | . |
| 38 | £34,106 | £18.15 | Grade I | 4 | 32 | £34,788 | £18.51 | 38 | 142 | Grade I | 32 | £34,788 | 142 | - | 4 | - | Grade 1 | 32 | ${ }^{\text {¢34,788 }}$ | 142 | - | 4 | - | Grade $\mathrm{H}+$ | 32 | 234,788 | ${ }^{223}$ | 8,207 |  |  |
| 39 | £35,229 | ع18.75 |  |  | 33 | £35,934 | £19.12 | 39 |  |  | 33 | £35,934 |  | 941 |  |  |  | 33 | £35,934 |  | 941 |  |  |  | 33 | £35,934 |  | 1,389 |  |  |
| 40 | £36,153 | ${ }_{\text {¢19,24 }}$ |  |  | 34 | E36,876 | ${ }_{1919.62}$ | 40 |  |  | 34 | ${ }_{\text {¢36,876 }}$ |  | 2,028 |  |  |  | 34 | ${ }_{\text {E36,876 }}$ |  | 2,028 |  |  |  | 34 | E36,876 |  |  |  | 3 |
| 41 | £37,107 | ${ }^{\text {E19.75 }}$ |  |  | 35 | £37,849 | £20.14 | 41 |  |  | 35 | £37,849 |  | 4,732 |  |  |  | 35 | ${ }^{\text {237,849 }}$ |  | 4,732 |  |  | Grade I | 35 | ${ }^{\text {E37,849 }}$ | 77 | 3,107 | 5 |  |
| 42 | £38,052 | £20.25 |  |  | 36 | £38,813 | £20.65 | 42 |  |  | 36 | £38,813 | $\cdot$ | - |  |  |  | 36 | £33,813 | $\cdot$ | - |  |  |  | 36 | E38,813 |  | $\cdots$ |  |  |
| 43 | E39,002 | 220.75 | Grade J | 4 | 37 | £39,782 | £21.17 | 43 |  |  | 37 | E33,782 | 89 |  | 4 | - | Grade J | 37 | \&39,782 | 89 |  | 4 | - |  | 37 | £39,782 |  |  |  | 2 |
| 44 | ¢39,961 | ${ }_{\text {221.26 }}$ |  |  | ${ }^{38}$ | E40,760 | ${ }^{\text {221.69 }}$ | 44 | 89 | Grade J | 38 | E40,760 |  | 704 |  |  |  | ${ }^{38}$ | 840,760 |  | 704 |  |  | Grade I+ | 38 | 840,760 | 65 | 3,361 |  |  |
| 45 | E40,858 | ${ }^{\text {221.74 }}$ |  |  | 39 | ${ }_{\text {441,675 }}$ | ${ }_{\text {222.18 }}$ | 45 | 89 |  | 39 40 | ${ }_{4442,685}$ |  | 6660 |  |  |  | 39 40 | 841,675 <br> 442,683 |  | 660 |  |  |  | 39 | E41,675 |  |  |  | 4 |
| 46 | £41,846 | £22.27 |  |  | 40 | £42,683 | £22.71 | 46 |  |  | 40 | £42,683 |  | 3,517 |  |  |  | 40 | £42,683 |  | 3,517 |  |  | Grade J | 40 | \&42,683 | 29 | 1,614 | 4 |  |
| 47 | E42,806 | £22.78 |  |  | 41 | £43,662 | ${ }^{\text {223.23 }}$ | 47 |  |  | 41 | £43,662 | . |  |  |  |  | 41 | £43,662 | . |  |  |  |  | 41 | 843,662 |  |  |  | 1 |
| 48 | £43,757 | £23.28 |  |  | 42 | £44,632 | £23.75 | 48 |  |  | 42 | £44,632 | - | . |  |  |  | 42 | \&44,632 | . | . |  |  | Grade J + | 42 | £44,632 |  | 3,476 |  |  |
| 49 | £44,697 | ${ }^{23} 3.79$ |  |  | 43 | £45,591 | £24.26 | 49 |  |  | 43 | £45,591 | $\cdot$ | - |  |  |  | 43 | £44,591 | - | - |  |  |  | 43 | £45,591 | 60 |  |  | 3 |
| 50 | ¢43,484 | ${ }^{\text {223.14 }}$ | Grade K | ${ }^{3}$ | 44 | \&44,354 | ${ }^{\text {223.60 }}$ | 50 | 39 | Grade K | 44 | \&44,354 | 39 |  | 3 | - | Grade K | 44 | ${ }^{\text {¢ 4, }}$, 354 | 39 |  | 3 | . | Grade K | 44 | \&46,634 | 39 | 156 | 4 |  |
| 51 | £45,720 | ${ }^{\text {224.33 }}$ |  |  | 45 | £46,634 | £24.82 | 51 |  |  | 45 | £46,634 |  | 156 |  |  |  | 45 | £46,634 |  | 156 |  |  |  | 45 46 |  |  |  |  |  |
| 52 | \&47,958 | £25.52 |  |  | 46 | £48,917 | £26.03 | 52 |  |  | 46 | £48,917 |  | 2,284 |  |  |  | 46 | 848,917 |  | 2,284 |  |  |  | 47 | ${ }_{\text {E50,417 }}$ |  | 2,365 |  | . |
| 53 | \&50,337 | £26.79 | Grade L | 3 | 47 | 251,344 | £27.32 | 53 |  |  | 47 | 251,344 |  | $\cdots$ |  |  |  | 47 | 251,344 |  | $-$ | 3 | - |  | 48 | E51,344 | 29 | - | 4 |  |
|  |  |  |  |  |  |  |  |  | 29 |  |  |  | 29 |  | 3 | - |  |  |  | 29 |  |  |  | Grade L | 49 | £53,314 |  |  |  |  |
| 54 | ع53,247 | ${ }^{228.33}$ |  |  | 48 | £54,312 | £28.90 | 54 |  | Grade L | 48 | £54,312 | ${ }^{29}$ | $144$ | 3 |  | Grade L |  | £54,312 |  | $144$ |  |  |  | $50$ | ${ }_{\text {c55,284 }}^{\text {E57 }}$ |  | 147 |  |  |
| 55 |  | ${ }_{\text {¢ }}^{293.88}$ | Grade M | 3 | 49 50 |  | ${ }_{\text {¢330.48 }}$ | 55 <br> 56 |  |  | 49 50 | ${ }_{\text {¢ } 579,2820}$ |  | 2,048 |  |  |  | 49 50 | ${ }_{\text {¢ }}^{\text {¢57,282 }}$ |  | 2,048 |  |  |  | 51 52 | ${ }_{\text {E557,282 }}^{\text {E40 }}$ |  | 2,048 |  | . |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | 53 | £61,595 |  |  |  |  |
| 57 | 261,397 | E32.67 |  |  | 51 | \&62,625 | ${ }^{233.33}$ | 57 | 12 | Grade M | 51 | £62,625 | 12 | - | 3 | - | Grade M | 51 | \&62,625 | 12 | - | 3 | - | Grade M | 54 | \&63,650 | 12 | - | 4 |  |
| 58 | £64,419 | ${ }^{\text {234.28 }}$ |  |  | 52 | £65,707 | £34.97 | 58 |  |  | 52 | £65,707 |  | 1,048 |  |  |  | 52 | £65,707 |  | 1,048 |  |  |  | 55 | \&65,707 |  | 1,048 |  | . |
| 59 | £67,613 | ع35.98 | Grade N | 3 | 53 | \&68,965 | £36.70 | 59 |  |  | 53 | 868,965 |  | , |  |  |  | 53 | £68,965 |  | $\cdots$ |  |  |  | 56 | \&68,965 |  | - |  |  |
| 60 | 271,434 | £38.01 |  |  | 54 | ¢72,863 | E38.77 | 60 | 3 | Grade N |  | ¢72,863 | 3 |  | 3 | - | Grade N | 54 | 872,863 | 3 |  | 3 | $\cdot$ | Grade N | 57 <br> 58 | E71,565 <br> 874,165 | 3 |  | 4 |  |
| 61 | ¢75,258 | £40.05 |  |  | 55 | £76,763 | £40.85 | 61 |  |  | 55 | ${ }_{\text {¢76,763 }}$ |  | 307 |  |  |  | 55 | ¢776,763 |  | 307 |  |  |  | 59 | ${ }^{2776,763}$ |  | 307 |  | . |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  | 100,416 |  |  |  |  |  |  | 100,873 |  |  |  |  |  |  | 101,610 |  |  |

