

1 April 2018 - 31 March 2019					1 April 2019 - 31 March 2020					Option A							Option B							Option C						
SCP	£ per annum	£ per hour*	Grades	Number of increments per Grade	New SCP	£ per annum	£ per hour*	Old SCP[s]	Headcount per Grade	Grade	New SCP	£ per annum	Headcount per Grade	Cost per SCP £000	Number of increments per Grade	Headroom Difference	Grade	New SCP	£ per annum	Headcount per Grade	Cost per SCP £000	Number of increments per Grade	Headroom Difference	Grade	New SCP	£ per annum	Headcount per Grade	Cost per SCP	Number of increments per Grade	Headroom Difference
6	£16,394	£8.72	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	£8.78			2	£17,711	£9.42	8/9			2	£17,711		2,481				2	£17,711		2,341				2	£17,711		2,341		
8	£16,626	£8.85																												
9	£16,755	£8.92																												
10	£16,863	£8.97	Grade B	3	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	£9.05			4	£18,426	£9.81	12/13			4	£18,426		2,012				4	£18,426		1,704				4	£18,426		1,704		
12	£17,173	£9.14																												
13	£17,391	£9.25																												
14	£17,681	£9.41	Grade C	3	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	-
15	£17,972	£9.56																												
16	£18,319	£9.75																												
17	£18,672	£9.94																												
18	£18,870	£10.04	Grade D	3	6	£19,171	£10.20	16/17	658	Grade D	6	£19,171	658	-	2	-	Grade C	6	£19,171	241	-	3	2	Grade C	6	£19,171	241	-	2	-
19	£19,446	£10.35																												
20	£19,819	£10.55																												
21	£20,541	£10.93	Grade E	6	8	£19,945	£10.61	19	1023	Grade E	8	£19,945	1023	-	7	-	Grade D	8	£19,945	658	11,866	3	3	Grade D	8	£19,945	658	-	4	-
22	£21,074	£11.21																												
23	£21,693	£11.54	Grade F	5	15	£22,911	£12.19	24	614	Grade F	15	£22,911	614	-	8	-	Grade E	11	£21,166	1023	2,697	4	-	Grade E	11	£21,166	1,023	2,697	6	-
24	£22,401	£11.92																												
25	£23,111	£12.30	Grade G	4	23	£26,999	£14.37	29	297	Grade G	23	£26,999	297	-	4	-	Grade D	9	£20,344	658	-	3	3	Grade D	9	£20,344	658	-	4	-
26	£23,866	£12.70																												
27	£24,657	£13.12																												
28	£25,463	£13.55	Grade H	5	27	£30,507	£16.23	33	366	Grade H	27	£30,507	366	-	5	-	Grade E	12	£21,589	1023	2,516	4	-	Grade E	12	£21,589	1,023	2,516	6	-
29	£26,470	£14.09																												
30	£27,358	£14.56																												
31	£28,221	£15.02																												
32	£29,055	£15.46	Grade I	4	25	£28,785	£15.32	31	142	Grade I	25	£28,785	142	1,330	4	-	Grade D	10	£20,751	658	-	3	3	Grade D	10	£20,751	658	-	3	-
33	£29,909	£15.92																												
34	£30,756	£16.37																												
35	£31,401	£16.71																												
36	£32,233	£17.15	Grade J	4	26	£29,636	£15.77	32	89	Grade J	26	£29,636	89	8,129	4	-	Grade E	13	£22,021	1023	-	4	-	Grade E	13	£22,021	1,023	-	6	-
37	£33,136	£17.63																												
38	£34,106	£18.15																												
39	£35,229	£18.75																												
40	£36,153	£19.24	Grade K	3	33	£35,934	£19.12	39	39	Grade K	33	£35,934	39	941	3	-	Grade F	17	£23,836	614	-	4	-	Grade F	17	£23,836	614	-	6	-
41	£37,107	£19.75																												
42	£38,052	£20.25																												
43	£39,002	£20.75																												
44	£39,961	£21.26	Grade L	3	34	£36,876	£19.62	40	29	Grade L	34	£36,876	29	2,028	3	-	Grade F	18	£24,313	614	-	4	-	Grade F	18	£24,313	614	-	6	-
45	£40,858	£21.74																												
46	£41,846	£22.27																												
47	£42,806	£22.78																												
48	£43,757	£23.28	Grade M	3	44	£44,354	£23.60	50	12	Grade M	44	£44,354	12	-	3	-	Grade I	27	£30,507	366	-	5	-	Grade I	27	£30,507	143	-	2	-
49	£44,697	£23.79																												
50	£45,632	£24.28																												
51	£46,574	£24.79																												
52	£47,517	£25.30	Grade N	3	45	£46,634	£24.82	51	3	Grade N	45	£46,634	3	156	3	-	Grade I	28	£31,371	366	1,253	5	-	Grade I	28	£31,371	143	345	4	-
53	£48,460	£25.81																												
54	£49,403	£26.32																												
55	£50,346	£26.83																												
56	£51,289	£27.34	Grade O	3	46	£48,917	£26.03	52	29	Grade O	46	£48,917	29	2,284	3	-	Grade I	29	£32,029	366	1,455	5	-	Grade I	29	£32,029	143	817	4	-
57	£52,232	£27.85																												
58	£53,175	£28.36																												
59	£54,118	£28.87																												
60	£55,061	£29.38	Grade P	3	47	£51,344	£27.32	53	12	Grade P	47	£51,344	12	-	3	-	Grade I	30	£32,878	366	1,611	5	-	Grade I	30	£32,878	143	345	4	-
61	£56,004	£29.89																												
62	£56,947	£30.40																												
63	£57,890	£30.91																												
64	£58,833	£31.42	Grade Q	3	48	£54,312	£28.90	54	3	Grade Q	48	£54,312	3	144	3	-	Grade I	31	£33,799	366	7,695	5	-	Grade I	31	£33,799	143	3,212	4	-
65	£59,776	£31.93																												
66	£60,719	£32.44																												
67	£61,662	£32.95																												
68	£62,605	£33.46	Grade R	3	49	£57,282	£30.48	55	3	Grade R	49	£57,282	3	2,048	3	-	Grade I	32	£34,788	366	-	5	-	Grade I	32	£34,788	143	-	4	-
69	£63,548	£33.97																												
70	£64,491	£34.48																												
71	£65,434	£34.99																												
72	£66,377	£35.50	Grade S	3	50	£59,540	£31.68	56	12	Grade S	50	£59,540	12	-	3	-	Grade I	33	£35,934	366	941	5	-	Grade I	33	£35,934	143	8,207	4	-
73	£67,320	£36.01																												
74	£68,263	£36.52																												
75	£69,206	£37.03																												
76	£70,149	£37.54	Grade T	3	51	£62,625	£33.33	57	3	Grade T	51	£62,625	3	-	3	-	Grade I	34	£36,876	366	2,028	5	-	Grade I	34	£36,876	143	-	4	-
77	£71,092	£38.05																												
78	£72,035	£38.56																												
79	£72,978	£39.07																												
80	£73,921	£39.58	Grade U	3	52	£65,707	£34.97	58	3	Grade U	52	£65,707	3	1,048	3	-	Grade I	35	£37,849	366	4,732	5	-	Grade I	35	£37,849	143	3,107	4	-
81	£74,864	£40.08																												
82	£75,807	£40.59																												
83	£76,750	£41.10																												
84	£77,693	£41.61	Grade V	3	53	£68,965	£36.70	59	3	Grade V	53	£68,965	3	-	3	-	Grade I	36	£38,813	366	-	5	-	Grade I	36	£38,813	143	-	4	-
85	£78,636	£42.12																												
86	£79,579	£42.63																												
87	£80,522	£43.14																												
88	£81,465	£43.65	Grade W	3	54	£72,863	£38.77	60	3	Grade W	54	£72,863	3	-	3	-	Grade I	37												