

Date	November 2018		
Reason for change	Living Wage increase		
SCP	Annual Salary	Monthly Salary	Hourly Rate
4	17363.55	1446.96	9.0000
5	17363.55	1446.96	9.0000
6	17363.55	1446.96	9.0000
7	17363.55	1446.96	9.0000
8	17363.55	1446.96	9.0000
9	17363.55	1446.96	9.0000
10	17363.55	1446.96	9.0000
11	17363.55	1446.96	9.0000
12	17723.52	1476.96	9.1866
13	18111.12	1509.26	9.3875
14	18501.49	1541.79	9.5898
15	18886.37	1573.86	9.7893
16	19273.98	1606.17	9.9902
17	19661.58	1638.47	10.1911
18	20043.75	1670.31	10.3892
19	20624.47	1718.71	10.6902
20	21205.23	1767.10	10.9912
21	21785.94	1815.49	11.2922
22	22366.68	1863.89	11.5933
23	22947.41	1912.28	11.8943
24	23574.73	1964.56	12.2194
25	25444.33	2120.36	13.1885
26	27360.49	2280.04	14.1817
27	29276.66	2439.72	15.1749
28	30479.25	2539.94	15.7982
29	31681.81	2640.15	16.4215
30	32884.38	2740.36	17.0449
31	34256.78	2854.73	17.7562
32	35629.18	2969.10	18.4676
33	37001.60	3083.47	19.1789
34	38275.39	3189.62	19.8392
35	39549.20	3295.77	20.4994
36	40822.99	3401.92	21.1597
37	42147.45	3512.29	21.8462
38	43471.94	3622.66	22.5327
39	44796.38	3733.03	23.2192
40	48089.05	4007.42	24.9259
41	51381.74	4281.81	26.6325
42	54674.40	4556.20	28.3392
43	59061.48	4921.79	30.6132
44	63448.52	5287.38	32.8871
45	67835.59	5652.97	35.1610
46	72222.61	6018.55	37.4349
47	76609.66	6384.14	39.7089

Grades	
CMG 14	
	CMG 13
CMG 12	
	CMG 11
CMG 10	
	CMG 9
CMG 8	
	CMG 7
CMG 6	
	CMG 5
CMG 4	

Date	April 2019		
Reason for change	Annual Pay Award		
SCP	Annual Salary	Monthly Salary	Hourly Rate
4	17363.55	1446.96	9.0000
5	17363.55	1446.96	9.0000
6	17363.55	1446.96	9.0000
7	17363.55	1446.96	9.0000
8	17363.55	1446.96	9.0000
9	17363.55	1446.96	9.0000
10	17363.55	1446.96	9.0000
11	17363.55	1446.96	9.0000
12	18077.99	1506.50	9.3703
13	18473.35	1539.45	9.5752
14	18871.52	1572.63	9.7816
15	19264.09	1605.34	9.9851
16	19659.46	1638.29	10.1900
17	20054.81	1671.23	10.3950
18	20444.63	1703.72	10.5970
19	21036.96	1753.08	10.9040
20	21629.34	1802.44	11.2111
21	22221.66	1851.80	11.5181
22	22814.01	1901.17	11.8251
23	23406.36	1950.53	12.1322
24	24046.22	2003.85	12.4638
25	25953.22	2162.77	13.4523
26	27907.70	2325.64	14.4653
27	29862.19	2488.52	15.4784
28	31088.83	2590.74	16.1142
29	32315.45	2692.95	16.7500
30	33542.07	2795.17	17.3858
31	34941.91	2911.83	18.1113
32	36341.77	3028.48	18.8369
33	37741.63	3145.14	19.5625
34	39040.90	3253.41	20.2360
35	40340.18	3361.68	20.9094
36	41639.45	3469.95	21.5829
37	42990.40	3582.53	22.2831
38	44341.38	3695.11	22.9833
39	45692.30	3807.69	23.6836
40	49050.83	4087.57	25.4244
41	52409.37	4367.45	27.1652
42	55767.89	4647.32	28.9060
43	60242.71	5020.23	31.2254
44	64717.49	5393.12	33.5448
45	69192.30	5766.02	35.8642
46	73667.07	6138.92	38.1836
47	78141.86	6511.82	40.5030

SCP means Spinal Column Point. See the Grades page for more details

Living Wage - Colchester Borough Council pays the Living Wage as a minimum standard for all employees, including those under 25. The rate is independently calculated by the Living Wage Foundation each November.

Grade ↓ SCP →	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	
CMG 14																																																	
CMG 14+																																																	
CMG 13																																																	
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CMG 12																																																	
CMG 11																																																	
CMG 11+1																																																	
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CMG 4																																																	

CMG means Colchester Managed Grades. Each of these grades covers a range of Spinal Column Points (SCP). The pay for each Spinal Column Point is shown on the pay scales page.

Grade ↓ SCP →	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48		
Career Grades																																																		
CGA																																																		
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CGC																																																		
CGD																																																		
CGE																																																		
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CGH																																																		
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CGL																																																		
CGM																																																		
CGN																																																		
CGO																																																		
CGP																																																		
CGQ																																																		
CGR																																																		
CGS																																																		
CGT																																																		
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CGV																																																		
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