

**Pay Scales**

Date 15 November 2021			
Reason for change	Living Wage Increase		
SCP	Annual Salary	Monthly Salary	Hourly Rate
4	19,099.98	1,591.67	9.9000
5	19,099.98	1,591.67	9.9000
6	19,099.98	1,591.67	9.9000
7	19,099.98	1,591.67	9.9000
8	19,099.98	1,591.67	9.9000
9	19,099.98	1,591.67	9.9000
10	19,099.98	1,591.67	9.9000
11	19,099.98	1,591.67	9.9000
12	19,099.98	1,591.67	9.9000
13	19,099.98	1,591.67	9.9000
14	19,249.02	1,604.09	9.9773
15	19,649.45	1,637.45	10.1848
16	20,052.73	1,671.06	10.3938
17	20,455.99	1,704.67	10.6029
18	20,853.60	1,737.80	10.8089
19	21,457.78	1,788.15	11.1221
20	22,062.01	1,838.50	11.4353
21	22,666.18	1,888.85	11.7484
22	23,270.38	1,939.20	12.0616
23	23,874.58	1,989.55	12.3748
24	24,527.24	2,043.94	12.7131
25	26,472.38	2,206.03	13.7213
26	28,465.96	2,372.16	14.7546
27	30,459.55	2,538.30	15.7880
28	31,710.73	2,642.56	16.4365
29	32,961.89	2,746.82	17.0850
30	34,213.04	2,851.09	17.7335
31	35,640.89	2,970.07	18.4736
32	37,068.75	3,089.06	19.2137
33	38,496.61	3,208.05	19.9538
34	39,821.87	3,318.49	20.6407
35	41,147.14	3,428.93	21.3276
36	42,472.40	3,539.37	22.0145
37	43,850.38	3,654.20	22.7288
38	45,228.38	3,769.03	23.4430
39	46,606.33	3,883.86	24.1572
40	50,032.04	4,169.34	25.9329
41	53,457.76	4,454.81	27.7085
42	56,883.47	4,740.29	29.4841
43	61,447.80	5,120.65	31.8499
44	66,012.09	5,501.01	34.2157
45	70,576.42	5,881.37	36.5815
46	75,140.69	6,261.72	38.9473
47	79,705.00	6,642.08	41.3131
48	84,081.20	7,006.77	43.5814
49	88,457.42	7,371.45	45.8497
50	92,833.59	7,736.13	48.1180
51	97,209.81	8,100.82	50.3863
52	101,585.99	8,465.50	52.6546
53	105,962.22	8,830.18	54.9229
54	110,879.94	9,240.00	57.4719
55	115,797.63	9,649.80	60.0208
56	120,715.34	10,059.61	62.5698
57	125,633.02	10,469.42	65.1188
58	130,550.74	10,879.23	67.6677
59	133,189.84	11,099.15	69.0356

Grades	
CMG 14	
	CMG 13
CMG 12	
	CMG 11
CMG 10	
	CMG 9
CMG 8	
	CMG 7
CMG 6	
	CMG 5
CMG 4	CMG 5 GMT
	CMG 2-3
CMG 4 AD	
CMG 1	CMG 2-3 ED

Date 1 April 2022			
Reason for change	Annual Pay Award		
SCP	Annual Salary	Monthly Salary	Hourly Rate
4	19,099.98	1,591.67	9.9000
5	19,099.98	1,591.67	9.9000
6	19,099.98	1,591.67	9.9000
7	19,099.98	1,591.67	9.9000
8	19,099.98	1,591.67	9.9000
9	19,099.98	1,591.67	9.9000
10	19,099.98	1,591.67	9.9000
11	19,099.98	1,591.67	9.9000
12	19,099.98	1,591.67	9.9000
13	19,408.17	1,617.35	10.0597
14	19,826.49	1,652.21	10.2766
15	20,238.93	1,686.58	10.4903
16	20,654.31	1,721.19	10.7056
17	21,069.67	1,755.81	10.9209
18	21,479.21	1,789.93	11.1332
19	21,994.23	1,832.85	11.4002
20	22,613.56	1,884.46	11.7212
21	23,232.83	1,936.07	12.0422
22	23,852.14	1,987.68	12.3632
23	24,471.44	2,039.29	12.6842
24	25,140.42	2,095.03	13.0309
25	27,134.19	2,261.18	14.0643
26	29,177.61	2,431.47	15.1235
27	31,221.04	2,601.75	16.1827
28	32,503.50	2,708.63	16.8474
29	33,785.93	2,815.49	17.5121
30	35,068.37	2,922.36	18.1768
31	36,531.91	3,044.33	18.9354
32	37,995.46	3,166.29	19.6940
33	39,459.03	3,288.25	20.4526
34	40,817.42	3,401.45	21.1567
35	42,175.82	3,514.65	21.8608
36	43,534.21	3,627.85	22.5649
37	44,946.64	3,745.55	23.2970
38	46,359.09	3,863.26	24.0291
39	47,771.49	3,980.96	24.7612
40	51,282.84	4,273.57	26.5812
41	54,794.21	4,566.18	28.4012
42	58,305.55	4,858.80	30.2212
43	62,984.00	5,248.67	32.6462
44	67,662.39	5,638.53	35.0711
45	72,340.83	6,028.40	37.4961
46	77,019.21	6,418.27	39.9210
47	81,697.63	6,808.14	42.3459
48	86,183.23	7,181.94	44.6709
49	90,668.86	7,555.74	46.9959
50	95,154.43	7,929.54	49.3209
51	99,640.06	8,303.34	51.6459
52	104,125.64	8,677.14	53.9709
53	108,611.27	9,050.94	56.2960
54	113,651.94	9,471.00	58.9087
55	118,692.57	9,891.05	61.5213
56	123,733.22	10,311.10	64.1340
57	128,773.85	10,731.15	66.7467
58	133,814.51	11,151.21	69.3594
59	136,519.59	11,376.63	70.7615

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

Living Wage - Colchester Borough Council pays the Living Wage as a minimum standard for all employees, including those under 23. The rate is independently calculated by the Living Wage Foundation each November.



## Apprentice Pay Scales

<b>National Minimum Wage (applied April 2022)</b>			
<b>1 April 2022</b>			
<b>SCP</b>	<b>ANNUAL SALARY</b>	<b>MONTHLY SALARY</b>	<b>HOURLY RATE</b>
NMW 16-17 Years	9279.89	773.32	4.81
NMW 18-20 Years	13177.06	1098.09	6.83
NMW 21-22 Years	17710.89	1475.91	9.18
NMW 23+ Years	18328.26	1527.36	9.50

## Previous apprentice wages

<b>National Minimum Wage (applied April 2021)</b>			
<b>1 April 2021</b>			
<b>SCP</b>	<b>ANNUAL SALARY</b>	<b>MONTHLY SALARY</b>	<b>HOURLY RATE</b>
NMW 16-17 Years	8913.32	742.78	4.62
NMW 18-20 Years	12656.15	1054.68	6.56
NMW 21-22 Years	16128.87	1344.07	8.36
NMW 23+ Years	17189.98	1432.50	8.91