

**Pay Scales**

November 2020			
Date	Living Wage Increase		
Reason for change	Annual Salary	Monthly Salary	Hourly Rate
SCP			
4	18,328.26	1,527.36	9.5000
5	18,328.26	1,527.36	9.5000
6	18,328.26	1,527.36	9.5000
7	18,328.26	1,527.36	9.5000
8	18,328.26	1,527.36	9.5000
9	18,328.26	1,527.36	9.5000
10	18,328.26	1,527.36	9.5000
11	18,328.26	1,527.36	9.5000
12	18,439.62	1,536.63	9.5577
13	18,842.89	1,570.24	9.7667
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

April 2021			
Date	Annual Pay Award		
Reason for change	Annual Salary	Monthly Salary	Hourly Rate
SCP			
4	18,328.26	1,527.36	9.5000
5	18,328.26	1,527.36	9.5000
6	18,328.26	1,527.36	9.5000
7	18,328.26	1,527.36	9.5000
8	18,328.26	1,527.36	9.5000
9	18,328.26	1,527.36	9.5000
10	18,328.26	1,527.36	9.5000
11	18,328.26	1,527.36	9.5000
12	18,439.62	1,536.63	9.5577
13	18,842.89	1,570.24	9.7667
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

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 25. The rate is independently calculated by the Living Wage Foundation each November.