

Pay Scales

Date 1 November 2023			
Reason for change	Living Wage Increase		
SCP	Annual Salary	Monthly Salary	Hourly Rate
4	23,151.49	1,929.29	12.0000
5	23,151.49	1,929.29	12.0000
6	23,151.49	1,929.29	12.0000
7	23,151.49	1,929.29	12.0000
8	23,151.49	1,929.29	12.0000
9	23,151.49	1,929.29	12.0000
10	23,151.49	1,929.29	12.0000
11	23,151.49	1,929.29	12.0000
12	23,151.49	1,929.29	12.0000
13	23,151.49	1,929.29	12.0000
14	23,151.49	1,929.29	12.0000
15	23,499.45	1,958.29	12.1804
16	23,902.73	1,991.89	12.3894
17	24,305.99	2,025.50	12.5984
18	24,703.60	2,058.63	12.8045
19	25,307.78	2,108.98	13.1177
20	25,912.01	2,159.33	13.4308
21	26,516.18	2,209.68	13.7440
22	27,120.38	2,260.03	14.0572
23	27,724.58	2,310.38	14.3703
24	28,377.24	2,364.77	14.7086
25	30,322.38	2,526.87	15.7169
26	32,315.96	2,693.00	16.7502
27	34,309.55	2,859.13	17.7835
28	35,560.73	2,963.39	18.4320
29	36,811.89	3,067.66	19.0805
30	38,063.04	3,171.92	19.7290
31	39,490.89	3,290.91	20.4691
32	40,918.75	3,409.90	21.2092
33	41,384.03	3,448.67	21.4504
34	42,742.42	3,561.87	22.1545
35	44,100.82	3,675.07	22.8586
36	45,459.21	3,788.27	23.5627
37	46,871.64	3,905.97	24.2947
38	48,284.09	4,023.67	25.0269
39	49,696.49	4,141.37	25.7589
40	53,207.84	4,433.99	27.5790
41	56,719.21	4,726.60	29.3990
42	60,230.55	5,019.21	31.2190
43	64,909.00	5,409.08	33.6440
44	69,587.39	5,798.95	36.0689
45	74,265.83	6,188.82	38.4938
46	78,944.21	6,578.68	40.9188
47	83,622.63	6,968.55	43.3437
48	88,108.23	7,342.35	45.6687
49	92,593.86	7,716.16	47.9937
50	97,079.43	8,089.95	50.3187
51	101,565.06	8,463.76	52.6437
52	106,050.64	8,837.55	54.9687
53	110,536.27	9,211.36	57.2937
54	115,576.94	9,631.41	59.9064
55	120,617.57	10,051.46	62.5191
56	125,658.22	10,471.52	65.1318
57	130,698.85	10,891.57	67.7445
58	135,739.51	11,311.63	70.3572
59	138,444.59	11,537.05	71.7593

Grades	
CMG 14	
	CMG 13
CMG 12	
	CMG 11
CMG 10	
	CMG 9
CMG 8	
	CMG 7
CMG 6	
	CMG 5
CMG 4 CCC	
	CMG 3
CMG 4 CBH	
CMG 4+1	
CMG 2	
	CMG 1

Date 1 April 2024			
Reason for change	Annual Pay Award		
SCP	Annual Salary	Monthly Salary	Hourly Rate
4	24,441.49	2,036.79	12.6686
5	24,441.49	2,036.79	12.6686
6	24,441.49	2,036.79	12.6686
7	24,441.49	2,036.79	12.6686
8	24,441.49	2,036.79	12.6686
9	24,441.49	2,036.79	12.6686
10	24,441.49	2,036.79	12.6686
11	24,441.49	2,036.79	12.6686
12	24,441.49	2,036.79	12.6686
13	24,441.49	2,036.79	12.6686
14	24,441.49	2,036.79	12.6686
15	24,789.45	2,065.79	12.8490
16	25,192.73	2,099.39	13.0580
17	25,595.99	2,133.00	13.2670
18	25,993.60	2,166.13	13.4731
19	26,597.78	2,216.48	13.7863
20	27,202.01	2,266.83	14.0995
21	27,806.18	2,317.18	14.4126
22	28,410.38	2,367.53	14.7258
23	29,014.58	2,417.88	15.0390
24	29,667.24	2,472.27	15.3773
25	31,612.38	2,634.37	16.3855
26	33,605.96	2,800.50	17.4188
27	35,599.55	2,966.63	18.4521
28	36,850.73	3,070.89	19.1007
29	38,101.89	3,175.16	19.7492
30	39,353.04	3,279.42	20.3977
31	40,780.89	3,398.41	21.1378
32	42,208.75	3,517.40	21.8779
33	42,674.03	3,556.17	22.1190
34	44,032.42	3,669.37	22.8231
35	45,390.82	3,782.57	23.5272
36	46,749.21	3,895.77	24.2313
37	48,161.64	4,013.47	24.9634
38	49,574.09	4,131.17	25.6955
39	50,986.49	4,248.87	26.4276
40	54,497.84	4,541.49	28.2476
41	58,009.21	4,834.10	30.0676
42	61,520.55	5,126.71	31.8876
43	66,199.00	5,516.58	34.3126
44	71,327.07	5,943.92	36.9706
45	76,122.48	6,343.54	39.4562
46	80,917.82	6,743.15	41.9417
47	85,713.20	7,142.77	44.4273
48	90,310.94	7,525.91	46.8104
49	94,908.71	7,909.06	49.1936
50	99,506.42	8,292.20	51.5767
51	104,104.19	8,675.35	53.9598
52	108,701.91	9,058.49	56.3429
53	113,299.68	9,441.64	58.7261
54	118,466.36	9,872.20	61.4041
55	123,633.01	10,302.75	64.0821
56	128,799.68	10,733.31	66.7601
57	133,966.32	11,163.86	69.4381
58	139,133.00	11,594.42	72.1161
59	141,905.70	11,825.48	73.5533

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

Living Wage - Colchester City 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

National Minimum Wage (applied April 2024)			
1 April 2024			
SCP	ANNUAL SALARY	MONTHLY SALARY	HOURLY RATE
Under 18	12347.46	1028.96	6.40
18 to 20	16591.90	1382.66	8.60
21 and over	22071.09	1839.26	11.44

National Minimum Wage (applied April 2023)			
1 April 2023			
SCP	ANNUAL SALARY	MONTHLY SALARY	HOURLY RATE
NMW 16-17 Years	10186.66	848.89	5.28
NMW 18-20 Years	14450.39	1204.20	7.49
NMW 21-22 Years	19640.18	1636.68	10.18
NMW 23+ Years	20103.21	1675.27	10.42

National Minimum Wage (applied April 2022)			
1 April 2022			
SCP	ANNUAL SALARY	MONTHLY SALARY	HOURLY RATE
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

National Minimum Wage (applied April 2021)			
1 April 2021			
SCP	ANNUAL SALARY	MONTHLY SALARY	HOURLY RATE
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
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