

Pay Scales

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

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 2025			
Reason for change	Annual Pay Award		
SCP	Annual Salary	Monthly Salary	Hourly Rate
4	25,223.62	2,101.97	13.0740
5	25,223.62	2,101.97	13.0740
6	25,223.62	2,101.97	13.0740
7	25,223.62	2,101.97	13.0740
8	25,223.62	2,101.97	13.0740
9	25,223.62	2,101.97	13.0740
10	25,223.62	2,101.97	13.0740
11	25,223.62	2,101.97	13.0740
12	25,223.62	2,101.97	13.0740
13	25,223.62	2,101.97	13.0740
14	25,223.62	2,101.97	13.0740
15	25,582.71	2,131.89	13.2602
16	25,998.90	2,166.57	13.4759
17	26,415.06	2,201.26	13.6916
18	26,825.39	2,235.45	13.9043
19	27,448.91	2,287.41	14.2275
20	28,072.47	2,339.37	14.5507
21	28,695.98	2,391.33	14.8738
22	29,319.51	2,443.29	15.1970
23	29,943.05	2,495.25	15.5202
24	30,616.59	2,551.38	15.8693
25	32,623.98	2,718.66	16.9098
26	34,681.35	2,890.11	17.9762
27	36,738.74	3,061.56	19.0426
28	38,029.96	3,169.16	19.7119
29	39,321.15	3,276.76	20.3811
30	40,612.34	3,384.36	21.0504
31	42,085.88	3,507.16	21.8142
32	43,559.43	3,629.95	22.5779
33	44,039.60	3,669.97	22.8268
34	45,441.46	3,786.79	23.5534
35	46,843.33	3,903.61	24.2801
36	48,245.18	4,020.43	25.0067
37	49,702.81	4,141.90	25.7622
38	51,160.46	4,263.37	26.5178
39	52,618.06	4,384.84	27.2733
40	56,241.77	4,686.81	29.1515
41	59,865.50	4,988.79	31.0298
42	63,489.21	5,290.77	32.9081
43	68,317.37	5,693.11	35.4106
44	73,609.54	6,134.13	38.1537
45	78,558.39	6,546.53	40.7188
46	83,507.19	6,958.93	43.2839
47	88,456.02	7,371.33	45.8490
48	93,200.89	7,766.74	48.3084
49	97,945.79	8,162.15	50.7678
50	102,690.62	8,557.55	53.2271
51	107,435.52	8,952.96	55.6865
52	112,180.37	9,348.36	58.1459
53	116,925.27	9,743.77	60.6053
54	122,257.29	10,188.11	63.3690
55	127,589.27	10,632.44	66.1327
56	132,921.27	11,076.77	68.8964
57	138,253.24	11,521.10	71.6601
58	143,585.25	11,965.44	74.4238
59	146,446.69	12,203.89	75.9070

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.

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	49	50	51	52	53	54	55	56	57	58	59					
CMG 14	CMG 14 SCP 1 - 7																																																															
CMG 14+	CMG 14+ SCP 1 - 9																																																															
CMG 13							CMG 13 SCP 7 -12																																																									
CMG 13+							CMG 13+ SCP 7 - 14																																																									
CMG 12											CMG 12 SCP 11 - 18																																																					
CMG 11																						CMG 11 SCP 22 - 24																																										
CMG 11+1																						CMG 11 +1 SCP 22 - 25																																										
CMG 11+																						CMG 11+ SCP 22 - 26																																										
CMG 10																							CMG 10 SCP 23 - 27																																									
CMG 9																										CMG 9 SCP 26 - 30																																						
CMG 8																													CMG 8 SCP 29 - 33																																			
CMG 7																																CMG 7 SCP 32 - 36																																
CMG 6																																			CMG 6 SCP 35 - 39																													
CMG 6																																				CMG 6+1 SCP 35 - 40																												
CMG 5																																						CMG 5 SCP 38 - 42																										
CMG 5																																							CMG 5+1 SCP 38 - 43																									
CMG 4 CCC																																										CMG 4 CCC SCP 42 - 46																						
CMG 4 CBH																																											CMG 4 CBH SCP 42 - 47																					
CMG 4+1																																												CMG 4 +1 SCP 42 - 47																				
CMG 3																																															CMG 3 SCP 46 - 50																	
CMG 2																																																			CMG 2 SCP 51 - 55													
CMG 1																																																							CMG 1 SCP 54 - 59									
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	49	50	51	52	53	54	55	56	57	58	59					

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.

Apprentice Pay Scales

National Minimum Wage (applied April 2025)			
1 April 2025			
SCP	ANNUAL SALARY	MONTHLY SALARY	HOURLY RATE
Under 18	14566.15	1213.85	7.55
18 to 20	19292.91	1607.74	10.00
21 and over	23556.64	1963.05	12.21

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