

Pay Scales

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

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 October 2022			
Reason for change	Living Wage		
SCP	Annual Salary	Monthly Salary	Hourly Rate
4	21,029.27	1,752.44	10.9000
5	21,029.27	1,752.44	10.9000
6	21,029.27	1,752.44	10.9000
7	21,029.27	1,752.44	10.9000
8	21,029.27	1,752.44	10.9000
9	21,029.27	1,752.44	10.9000
10	21,029.27	1,752.44	10.9000
11	21,029.27	1,752.44	10.9000
12	21,029.27	1,752.44	10.9000
13	21,029.27	1,752.44	10.9000
14	21,029.27	1,752.44	10.9000
15	21,029.27	1,752.44	10.9000
16	21,029.27	1,752.44	10.9000
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

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