

**Proposed 2023-24 Pay Scales**

**Appendix 2**

**Operational Employee's Pay Scales**

**Appendix 2.1**

Pay Grade	Pay Point Progression Basis	Start Point	12-month Increment	Additional Responsibilities / Competencies / Appraisal	Additional Responsibilities / Competencies / Appraisal	Average % Uplift All Pay Points
		Pay Point 1	Pay Point 2	Pay Point 3	Pay Point 4	
Assistant Community Support Worker: Assistant Employment Support Worker:	Competency Framework	£21,250	£21,830	Not Applicable	Not Applicable	10.0%
Community Support Worker: Support Worker		£21,250	£21,830	£22,430	£23,040	9.7%
Night Support Worker:		£22,950	£23,580	£24,230	£24,900	8.9%
Employment Support Specialist: Travel Coach		£25,260	£25,960	£26,680	£27,430	8.0%
Senior Community Support Worker: Senior Support Worker		£26,410	£27,140	£27,900	£28,680	7.6%
Shared Lives Worker:		£26,870	£27,620	£28,390	£29,180	7.5%
Senior Employment Support Specialist:	Annual Appraisal	£26,870	£27,620	£28,390	£29,180	7.5%
Short Breaks Deputy:		£28,470	£29,270	£30,090	£30,930	7.0%
Shared Lives Deputy:		£28,990	£29,800	£30,640	£31,500	6.9%
Team Manager: Employment Service Coordinator:		£30,030	£30,870	£31,740	£32,630	6.6%
Area Operations Manager: Employment and Communities Manager		£34,830	£35,820	£36,840	£37,890	5.7%
Registered Manager:		£36,530	£37,570	£38,640	£39,740	5.4%

**Administration and Corporate Employee's Pay Scales**
**Appendix 2.2**

Pay Grade	Pay Point Progression Basis	Start Point	12 month Increment	Additional Responsibilities / Competencies / Appraisal	Specialist Additional Responsibilities / Competencies / Appraisal	Average % Uplift All Pay Points
		Pay Point 1	Pay Point 2	Pay Point 3	Pay Point 4	
Assistant Administrator	Competency Framework	£21,250	£21,830	Not Applicable	Not Applicable	10.0%
Administrator - Grade 1		£21,250	£21,830	£22,430	£23,040	9.7%
Administrator - Grade 2		£23,250	£23,890	£24,550	£25,230	8.8%
Senior Administrator - Grade 1	Annual Appraisal	£25,000	£25,690	£26,400	£27,130	8.1%
Senior Administrator - Grade 2		£27,120	£27,880	£28,660	£29,460	7.4%
Coordinator / Advisor		£29,510	£30,340	£31,190	£32,070	6.8%
Senior Coordinator / Advisor / Executive Assistant		£32,110	£33,010	£33,940	£34,900	6.2%
Business Partner		£34,920	£35,910	£36,930	£37,980	5.7%
Senior Business Partner		£38,040	£39,120	£40,240	£41,390	5.2%

**Senior Manager Pay Scales**
**Appendix 2.3**

Pay Grade	Pay Point Progression Basis	Start Point	12 month Increment	Appraisal	Appraisal	Average % Uplift All Pay Points
		Pay Point 1	Pay Point 2	Pay Point 3	Pay Point 4	
Senior Manager - Level 1	Annual Appraisal	£39,390	£40,510	£41,670	£42,860	5.0%
Senior Manager - Level 2		£44,070	£45,330	£46,630	£47,970	4.4%
Senior Manager - Level 3		£49,270	£50,690	£52,150	£53,660	3.9%
Senior Manager - Level 4		£54,990	£56,580	£58,220	£59,910	3.5%
Senior Manager - Level 5		£61,230	£63,010	£64,840	£66,730	3.1%