

Cumbria County Council

Job Families Pay and Grading Structure - Applicable from 22nd September 2022 (Inc Backdated 1 April 2022 National Pay Award)

Leadership (Executive Directors / Assistant Directors)										
Grade	Grade Level A or B	SCP	Annual Full Time Salary £	Hourly Rate £	Job Family					
					Business Support	Customer Engagement	Operations	Organisational Support	People Care and Development	Regulation and Technical
19	B	63	£76,382	£39.5900			OP19	OS19	PCD19	RT19
	A	61	£73,758	£38.2300						
18	B	54	£62,589	£32.4400				OS18i / OS18ii	PCD18	RT18i / RT18ii
	A	52	£59,947	£31.0700						
17	B	47	£53,873	£27.9200						
	A	45	£51,766	£26.8300		CE17	OP17	OS17		RT17
16	B	41	£47,573	£24.6600						
	A	40	£46,549	£24.1300			OP16	OS16	PCD16	RT16
15	B	37	£43,516	£22.5600						
	A	36	£42,503	£22.0300			OP15	OS15	PCD15	RT15
14	B	35	£41,496	£21.5100						
	A	34	£40,478	£20.9800		CE14		OS14	PCD14	RT14
13	B	33	£39,493	£20.4700						
	A	32	£38,296	£19.8500			OP13		PCD13	RT13
12	B	31	£37,261	£19.3100						
	A	30	£36,298	£18.8100	BS12	CE12		OS12	PCD12i / PCD12ii	RT12
11	B	28	£34,723	£18.0000						
	A	27	£33,820	£17.5300	BS11	CE11	OP11	OS11		RT11
10	B	26	£32,909	£17.0600						
	A	25	£32,020	£16.6000	BS10	CE10	OP10		PCD10i / PCD10ii	RT10
9	B	24	£31,099	£16.1200						
	A	23	£30,151	£15.6300	BS9		OP9i / OP9ii	OS9		RT9
8	B	20	£28,371	£14.7100						
	A	19	£27,852	£14.4400	BS8	CE8i / CE8ii			PCD8i / PCD8ii	
7	B	14	£25,409	£13.1700						
	A	12	£24,496	£12.7000	BS7		OP7i / OP7ii	OS7	PCD7	RT7
6	B	8	£22,777	£11.8100						
	A	7	£22,369	£11.6000	BS6	CE6				RT6
5	B	6	£21,968	£11.3900						
	A	6	£21,968	£11.3900	BS5	CE5	OP5	OS5	PCD5	
4	B	5	£21,575	£11.1800						
	A	5	£21,575	£11.1800	BS4		OP4		PCD4	RT4
3	B	4	£21,189	£10.9800						
	A	3	£20,812	£10.7900	BS3		OP3		PCD3	
2	B	2	£20,441	£10.6000						
	A	1	£20,258	£10.5000		CE2				
1	B	1	£20,258	£10.5000	BS1		OP1			

*** Living Wage Foundation Living Wage Rate**

The Grades below include a non-contractual pay supplement to increase these rates to the Living Wage Foundation 'UK Living Wage' rate of £10.90 per hour, as outlined below.

	Existing Grade	SCP	Existing Grade		Supplement		UK Living Wage Rate	
			Annual Full Time Salary £	Hourly Rate £	Annual Full Time Salary £	Hourly Rate £	Annual Full Time Salary £	Hourly Rate £
3	B	4	£21,189	£10.9800	N/A	N/A	N/A	N/A
	A	3	£20,812	£10.7900	£217	£0.1100	£21,029	£10.9000
2	B	2	£20,441	£10.6000	£588	£0.3000	£21,029	£10.9000
	A	1	£20,258	£10.5000	£771	£0.4000	£21,029	£10.9000
1	B	1	£20,258	£10.5000	£771	£0.4000	£21,029	£10.9000