

Hay Pay Scale 01.04.2024

Employer NI values calculated on basis of HMRC contribution rates and thresholds applicable between 6 April 2024 and 5 April 2025.

Grade	Pay point	31.03.24	01.04.24	Monthly	Hourly	On costs in LGPS			On costs not in LGPS	
						Er Pen.	Er N.I.	Total cost	Er N.I.	Total cost
1	11	£22,702.00	£23,992.00	£1,999.33	£12.44	£4,678.44	£2,055.10	£30,725.54	£2,055.10	£26,047.10
	12	£22,966.00	£24,256.00	£2,021.33	£12.57	£4,729.92	£2,091.53	£31,077.45	£2,091.53	£26,347.53
	13	£23,110.00	£24,400.00	£2,033.33	£12.65	£4,758.00	£2,111.40	£31,269.40	£2,111.40	£26,511.40
	14	£23,230.00	£24,520.00	£2,043.33	£12.71	£4,781.40	£2,127.96	£31,429.36	£2,127.96	£26,647.96
	15	£23,578.00	£24,868.00	£2,072.33	£12.89	£4,849.26	£2,175.98	£31,893.24	£2,175.98	£27,043.98
2	21	£23,290.00	£24,580.00	£2,048.33	£12.74	£4,793.10	£2,136.24	£31,509.34	£2,136.24	£26,716.24
	22	£23,698.00	£24,988.00	£2,082.33	£12.95	£4,872.66	£2,192.54	£32,053.20	£2,192.54	£27,180.54
	23	£24,046.00	£25,336.00	£2,111.33	£13.13	£4,940.52	£2,240.57	£32,517.09	£2,240.57	£27,576.57
	24	£24,310.00	£25,600.00	£2,133.33	£13.27	£4,992.00	£2,277.00	£32,869.00	£2,277.00	£27,877.00
	25	£24,514.00	£25,804.00	£2,150.33	£13.37	£5,031.78	£2,305.15	£33,140.93	£2,305.15	£28,109.15
	26	£24,778.00	£26,068.00	£2,172.33	£13.51	£5,083.26	£2,341.58	£33,492.84	£2,341.58	£28,409.58
3	31	£24,214.00	£25,504.00	£2,125.33	£13.22	£4,973.28	£2,263.75	£32,741.03	£2,263.75	£27,767.75
	32	£24,442.00	£25,732.00	£2,144.33	£13.34	£5,017.74	£2,295.22	£33,044.96	£2,295.22	£28,027.22
	33	£24,814.00	£26,104.00	£2,175.33	£13.53	£5,090.28	£2,346.55	£33,540.83	£2,346.55	£28,450.55
	34	£25,138.00	£26,428.00	£2,202.33	£13.70	£5,153.46	£2,391.26	£33,972.72	£2,391.26	£28,819.26
	35	£25,450.00	£26,740.00	£2,228.33	£13.86	£5,214.30	£2,434.32	£34,388.62	£2,434.32	£29,174.32
	36	£26,194.00	£27,484.00	£2,290.33	£14.25	£5,359.38	£2,536.99	£35,380.37	£2,536.99	£30,020.99
4	41	£24,778.00	£26,068.00	£2,172.33	£13.51	£5,083.26	£2,341.58	£33,492.84	£2,341.58	£28,409.58
	42	£25,162.00	£26,452.00	£2,204.33	£13.71	£5,158.14	£2,394.58	£34,004.72	£2,394.58	£28,846.58
	43	£25,522.00	£26,812.00	£2,234.33	£13.90	£5,228.34	£2,444.26	£34,484.60	£2,444.26	£29,256.26
	44	£26,338.00	£27,628.00	£2,302.33	£14.32	£5,387.46	£2,556.86	£35,572.32	£2,556.86	£30,184.86
	45	£26,914.00	£28,204.00	£2,350.33	£14.62	£5,499.78	£2,636.35	£36,340.13	£2,636.35	£30,840.35
	46	£27,886.00	£29,176.00	£2,431.33	£15.12	£5,689.32	£2,770.49	£37,635.81	£2,770.49	£31,946.49
5	51	£25,786.00	£27,076.00	£2,256.33	£14.03	£5,279.82	£2,480.69	£34,836.51	£2,480.69	£29,556.69
	52	£26,506.00	£27,796.00	£2,316.33	£14.41	£5,420.22	£2,580.05	£35,796.27	£2,580.05	£30,376.05
	53	£27,514.00	£28,804.00	£2,400.33	£14.93	£5,616.78	£2,719.15	£37,139.93	£2,719.15	£31,523.15
	54	£27,982.00	£29,272.00	£2,439.33	£15.17	£5,708.04	£2,783.74	£37,763.78	£2,783.74	£32,055.74
	55	£28,990.00	£30,280.00	£2,523.33	£15.69	£5,904.60	£2,922.84	£39,107.44	£2,922.84	£33,202.84
	56	£29,962.00	£31,252.00	£2,604.33	£16.20	£6,094.14	£3,056.98	£40,403.12	£3,056.98	£34,308.98
6	61	£28,018.00	£29,308.00	£2,442.33	£15.19	£5,715.06	£2,788.70	£37,811.76	£2,788.70	£32,096.70
	62	£28,786.00	£30,076.00	£2,506.33	£15.59	£5,864.82	£2,894.69	£38,835.51	£2,894.69	£32,970.69
	63	£29,830.00	£31,120.00	£2,593.33	£16.13	£6,068.40	£3,038.76	£40,227.16	£3,038.76	£34,158.76
	64	£30,358.00	£31,648.00	£2,637.33	£16.40	£6,171.36	£3,111.62	£40,930.98	£3,111.62	£34,759.62
	65	£31,402.00	£32,692.00	£2,724.33	£16.95	£6,374.94	£3,255.70	£42,322.64	£3,255.70	£35,947.70
	66	£32,254.00	£33,544.00	£2,795.33	£17.39	£6,541.08	£3,373.27	£43,458.35	£3,373.27	£36,917.27
7	71	£30,262.00	£31,552.00	£2,629.33	£16.35	£6,152.64	£3,098.38	£40,803.02	£3,098.38	£34,650.38
	72	£30,862.00	£32,152.00	£2,679.33	£16.67	£6,269.64	£3,181.18	£41,602.82	£3,181.18	£35,333.18
	73	£31,978.00	£33,268.00	£2,772.33	£17.24	£6,487.26	£3,335.18	£43,090.44	£3,335.18	£36,603.18
	74	£32,518.00	£33,808.00	£2,817.33	£17.52	£6,592.56	£3,409.70	£43,810.26	£3,409.70	£37,217.70
	75	£33,442.00	£34,732.00	£2,894.33	£18.00	£6,772.74	£3,537.22	£45,041.96	£3,537.22	£38,269.22
	76	£34,342.00	£35,632.00	£2,969.33	£18.47	£6,948.24	£3,661.42	£46,241.66	£3,661.42	£39,293.42
8	81	£32,926.00	£34,216.00	£2,851.33	£17.74	£6,672.12	£3,466.01	£44,354.13	£3,466.01	£37,682.01
	82	£33,958.00	£35,248.00	£2,937.33	£18.27	£6,873.36	£3,608.42	£45,729.78	£3,608.42	£38,856.42
	83	£34,978.00	£36,268.00	£3,022.33	£18.80	£7,072.26	£3,749.18	£47,089.44	£3,749.18	£40,017.18
	84	£36,022.00	£37,312.00	£3,109.33	£19.34	£7,275.84	£3,893.26	£48,481.10	£3,893.26	£41,205.26
	85	£37,018.00	£38,308.00	£3,192.33	£19.86	£7,470.06	£4,030.70	£49,808.76	£4,030.70	£42,338.70
	86	£38,062.00	£39,352.00	£3,279.33	£20.40	£7,673.64	£4,174.78	£51,200.42	£4,174.78	£43,526.78
9	91	£37,006.00	£38,296.00	£3,191.33	£19.85	£7,467.72	£4,029.05	£49,792.77	£4,029.05	£42,325.05
	92	£38,182.00	£39,472.00	£3,289.33	£20.46	£7,697.04	£4,191.34	£51,360.38	£4,191.34	£43,663.34
	93	£39,346.00	£40,636.00	£3,386.33	£21.06	£7,924.02	£4,351.97	£52,911.99	£4,351.97	£44,987.97

Grade	Pay point					On costs in LGPS			On costs not in LGPS	
		31.03.24	01.04.24	Monthly	Hourly	Er Pen.	Er N.I.	Total cost	Er N.I.	Total cost
	94	£40,534.00	£41,824.00	£3,485.33	£21.68	£8,155.68	£4,515.91	£54,495.59	£4,515.91	£46,339.91
	95	£41,686.00	£42,976.00	£3,581.33	£22.28	£8,380.32	£4,674.89	£56,031.21	£4,674.89	£47,650.89
	96	£42,850.00	£44,140.00	£3,678.33	£22.88	£8,607.30	£4,835.52	£57,582.82	£4,835.52	£48,975.52
10	101	£40,978.00	£42,268.00	£3,522.33	£21.91	£8,242.26	£4,577.18	£55,087.44	£4,577.18	£46,845.18
	102	£42,310.00	£43,600.00	£3,633.33	£22.60	£8,502.00	£4,761.00	£56,863.00	£4,761.00	£48,361.00
	103	£43,606.00	£44,896.00	£3,741.33	£23.27	£8,754.72	£4,939.85	£58,590.57	£4,939.85	£49,835.85
	104	£44,902.00	£46,192.00	£3,849.33	£23.94	£9,007.44	£5,118.70	£60,318.14	£5,118.70	£51,310.70
	105	£46,210.00	£47,500.00	£3,958.33	£24.62	£9,262.50	£5,299.20	£62,061.70	£5,299.20	£52,799.20
	106	£47,530.00	£48,820.00	£4,068.33	£25.30	£9,519.90	£5,481.36	£63,821.26	£5,481.36	£54,301.36
11	111	£46,438.00	£47,728.00	£3,977.33	£24.74	£9,306.96	£5,330.66	£62,365.62	£5,330.66	£53,058.66
	112	£47,926.00	£49,216.00	£4,101.33	£25.51	£9,597.12	£5,536.01	£64,349.13	£5,536.01	£54,752.01
	113	£49,426.00	£50,716.00	£4,226.33	£26.29	£9,889.62	£5,743.01	£66,348.63	£5,743.01	£56,459.01
	114	£50,938.00	£52,228.00	£4,352.33	£27.07	£10,184.46	£5,951.66	£68,364.12	£5,951.66	£58,179.66
	115	£52,461.00	£53,773.00	£4,481.08	£27.87	£10,485.74	£6,164.87	£70,423.61	£6,164.87	£59,937.87
	116	£54,019.00	£55,370.00	£4,614.17	£28.70	£10,797.15	£6,385.26	£72,552.41	£6,385.26	£61,755.26
12	121	£51,576.00	£52,866.00	£4,405.50	£27.40	£10,308.87	£6,039.71	£69,214.58	£6,039.71	£58,905.71
	122	£53,321.00	£54,655.00	£4,554.58	£28.33	£10,657.73	£6,286.59	£71,599.32	£6,286.59	£60,941.59
	123	£55,066.00	£56,443.00	£4,703.58	£29.26	£11,006.39	£6,533.33	£73,982.72	£6,533.33	£62,976.33
	124	£56,811.00	£58,232.00	£4,852.67	£30.18	£11,355.24	£6,780.22	£76,367.46	£6,780.22	£65,012.22
	125	£58,582.00	£60,047.00	£5,003.92	£31.12	£11,709.17	£7,030.69	£78,786.85	£7,030.69	£67,077.69
	126	£60,314.00	£61,822.00	£5,151.83	£32.04	£12,055.29	£7,275.64	£81,152.93	£7,275.64	£69,097.64
13	131	£60,429.00	£61,940.00	£5,161.67	£32.11	£12,078.30	£7,291.92	£81,310.22	£7,291.92	£69,231.92
	132	£62,478.00	£64,040.00	£5,336.67	£33.19	£12,487.80	£7,581.72	£84,109.52	£7,581.72	£71,621.72
	133	£64,540.00	£66,154.00	£5,512.83	£34.29	£12,900.03	£7,873.45	£86,927.48	£7,873.45	£74,027.45
	134	£66,602.00	£68,268.00	£5,689.00	£35.39	£13,312.26	£8,165.18	£89,745.44	£8,165.18	£76,433.18
	135	£68,663.00	£70,380.00	£5,865.00	£36.48	£13,724.10	£8,456.64	£92,560.74	£8,456.64	£78,836.64
	136	£70,725.00	£72,494.00	£6,041.17	£37.58	£14,136.33	£8,748.37	£95,378.70	£8,748.37	£81,242.37
14	141	£70,862.00	£72,634.00	£6,052.83	£37.65	£14,163.63	£8,767.69	£95,565.32	£8,767.69	£81,401.69
	142	£73,271.00	£75,103.00	£6,258.58	£38.93	£14,645.09	£9,108.41	£98,856.50	£9,108.41	£84,211.41
	143	£75,706.00	£77,599.00	£6,466.58	£40.22	£15,131.81	£9,452.86	£102,183.67	£9,452.86	£87,051.86
	144	£78,127.00	£80,081.00	£6,673.42	£41.51	£15,615.80	£9,795.38	£105,492.17	£9,795.38	£89,876.38
	145	£80,549.00	£82,563.00	£6,880.25	£42.79	£16,099.79	£10,137.89	£108,800.68	£10,137.89	£92,700.89
	146	£82,996.00	£85,071.00	£7,089.25	£44.09	£16,588.85	£10,484.00	£112,143.84	£10,484.00	£95,555.00
15	151	£97,428.00	£99,864.00	£8,322.00	£51.76	£19,473.48	£12,525.43	£131,862.91	£12,525.43	£112,389.43
	152	£100,372.00	£102,882.00	£8,573.50	£53.33	£20,061.99	£12,941.92	£135,885.91	£12,941.92	£115,823.92
	153	£103,439.00	£106,025.00	£8,835.42	£54.96	£20,674.88	£13,375.65	£140,075.53	£13,375.65	£119,400.65
	154	£106,681.00	£109,349.00	£9,112.42	£56.68	£21,323.06	£13,834.36	£144,506.42	£13,834.36	£123,183.36
	155	£109,798.00	£112,543.00	£9,378.58	£58.33	£21,945.89	£14,275.13	£148,764.02	£14,275.13	£126,818.13
	156	£113,251.00	£116,083.00	£9,673.58	£60.17	£22,636.19	£14,763.65	£153,482.84	£14,763.65	£130,846.65
16	161	£119,908.00	£122,906.00	£10,242.17	£63.71	£23,966.67	£15,705.23	£162,577.90	£15,705.23	£138,611.23
	162	£122,852.00	£125,924.00	£10,493.67	£65.27	£24,555.18	£16,121.71	£166,600.89	£16,121.71	£142,045.71
	163	£125,808.00	£128,954.00	£10,746.17	£66.84	£25,146.03	£16,539.85	£170,639.88	£16,539.85	£145,493.85
	164	£128,764.00	£131,984.00	£10,998.67	£68.41	£25,736.88	£16,957.99	£174,678.87	£16,957.99	£148,941.99
	165	£131,720.00	£135,013.00	£11,251.08	£69.98	£26,327.54	£17,375.99	£178,716.53	£17,375.99	£152,388.99

The 2024/25 pay awards for Chief Executives [Managing Director] and Chief Officers [Service Directors] have been agreed at an increase of 2.5% from April 2024.

The 2024/25 pay award for all other officers has been agreed at an increase of £1,290 per annum for 2023/24 annual pay rates below £51,515 and an increase of 2.5% for those above from April 2024.