Pay Grade Framework including flexible benefit and job related vehicle allowance (as at 1 April 2025)

	N 1			
W1Z1	£24,309			
W1 Z2	£24,355			
W1 Z3	£24,798			
W2				
W2 Z1	£24,799			
W2 Z1	£25,233			
W2 Z1	£25,667			
W2 Z1/Z2	£26,104			
W2 Z2	£26,538			
W2 Z2	£26,972			
W2 Z2/Z3	£27,409			
W2 Z3	£27,843			
W2 Z3	£28,277			
W2 Z3	£28,713			
W3				
W3 Z1	£28,714			
W3 Z1	£29,199			
W3 Z1	£29,684			
W3 Z1/Z2	£30,172			
W3 Z2	£30,657			
W3 Z2	£31,142			
W3 Z2/Z3	£31,630			
W3 Z3	£32,115			
W3 Z3	£32,600			
W3 Z3	£33,087			
W4				
W4 Z1	£33,088			
W4 Z1	£33,824			
W4 Z1	£34,560			
W4 Z1/Z2	£35,298			
W4 Z2	£36,034			
W4 Z2	£36,770			
W4 Z2/Z3	£37,508			
W4 Z3	£38,244			
W4 Z3	£38,980			
W4 Z3	£39,717			

	W5			
W5 Z1	£39,718			
W5 Z1	£40,291			
W5 Z1	£40,864			
W5 Z1	£41,437			
W5 Z1/Z2	£42,012			
W5 Z2	£42,585			
W5 Z2	£43,158			
W5 Z2				
	£43,731			
W5 Z2/Z3	£44,306			
W5 Z3	£44,879			
W5 Z3	£45,452			
W5 Z3	£46,025			
W5 Z3	£46,569			
	W6			
W6 Z1	£46,570			
W6 Z1	£47,222			
W6 Z1	£47,874			
W6 Z1	£48,526			
W6 Z1/Z2	£49,179			
W6 Z2	£49,831			
W6 Z2				
	£50,483			
W6 Z2	£51,135			
W6 Z2/Z3	£51,788			
W6 Z3	£52,440			
W6 Z3	£53,092			
W6 Z3	£53,744			
W6 Z3	£54,396			
W7				
W7 Z1	£54,397			
W7 Z1				
VV / Z I	£55,329			
	£55,329 £56.261			
W7 Z1	£56,261			
W7 Z1 W7 Z1	£56,261 £57,193			
W7 Z1 W7 Z1 W7 Z1/Z2	£56,261 £57,193 £58,126			
W7 Z1 W7 Z1 W7 Z1/Z2 W7 Z2	£56,261 £57,193 £58,126 £59,058			
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W9 Z1	£76,440		
W9 Z1	£77,612		
W9 Z1	£78,784		
W9 Z1	£79,956		
W9 Z1/Z2	£81,130		
W9 Z2	£82,302		
W9 Z2	£83,474		
W9 Z2	£84,646		
W9 Z2/Z3	£85,820		
W9 Z3	£86,992		
W9 Z3	£88,164		
W9 Z3	£89,336		
W9 Z3	£90,509		
	10		
W10 Z1	£90,510		
W10 Z1	£92,017		
W10 Z1	£93,524		
W10 Z1	£95,031		
W10 Z1/Z2	£96,538		
W10 Z1/22			
	£98,045		
W10 Z2	£99,552		
W10 Z2	£101,059		
W10 Z2/Z3	£102,566		
W10 Z3	£104,073		
W10 Z3	£105,580		
W10 Z3	£107,087		
W10 Z3	£108,593		
W11			
W11 Z1	£108,594		
W11 Z1	£110,237		
W11 Z1	£111,880		
W11 Z1	£113,523		
W11 Z1/Z2	£115,167		
W11 72			
W11 Z2	£116,810		
W11 Z2	£116,810 £118,453		
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Flexible Benefits Allowance		
W1	£1,700	
W2	£1,783	
W3	£1,881	
W4	£2,007	
W5	£2,241	
W6	£2,506	
W7	£2,888	
W8	£3,255	
W9	£3,731	
W10	£4,347	
W11	£5,018	
W12	£5,728	

Vehicle Allowance £2,600

	Trainee / Apprentice Grades			
T1	Apprentice	£7.55 per hour		
T2	Under 18	£7.55 per hour		
T3	18 to 20 year old	£10.00 per hour		
T4	Age 21 or over	£12.21 per hour		