

With effect from 1st April 2026 (NMW rates uplifted, Chief Officer pay award implemented, all other EE rates uplifted)

Apprentices			National Minimum Wage*		
	01/04/2026	Hrly Rate	Age	01/04/2026	Hrly Rate
101 Year 1	£15,435	£8.00	Under 18	£15,435	£8.00
201 Year 2 (16-17)	£15,435	£8.00	18-20	£20,934	£10.85
203 Year 2 (18-20)	£20,934	£10.85	21+	£24,522	£12.71
206 Year 2 (21+)	£24,522	£12.71			

(*for those 21 and over it is called National Living Wage)

	<u>Grade 1</u>	<u>Hourly Rate</u>		<u>Grade 2</u>	<u>Hourly Rate</u>		<u>Grade 3</u>	<u>Hourly Rate</u>		<u>Grade 4</u>	<u>Hourly Rate</u>		<u>Grade 5</u>	<u>Hourly Rate</u>
3	£25,821	13.3837	7	£27,501	14.2545	17	£32,319	16.7518	25	£37,896	19.6425	30	£42,504	22.0310
4	£26,229	13.5952	8	£27,936	14.4800	19	£33,402	17.3131	26	£38,850	20.1370	31	£43,536	22.5659
5	£26,643	13.8098	9	£28,389	14.7148	20	£33,963	17.6039	27	£39,831	20.6455	32	£44,655	23.1459
6	£27,072	14.0321	11	£29,313	15.1937	22	£35,109	18.1979	28	£40,803	21.1493	33	£45,939	23.8114
			12	£29,790	15.4409	23	£35,886	18.6007	29	£41,541	21.5318	34	£47,001	24.3619
			14	£30,771	15.9494	24	£36,900	19.1262						
	<u>SMG1</u>	<u>Hourly Rate</u>		<u>SMG2</u>	<u>Hourly Rate</u>		<u>SMG3</u>	<u>Hourly Rate</u>		<u>SMG4 (HOS)</u>	<u>Hourly Rate</u>		<u>SMG5 (HOS)</u>	<u>Hourly Rate</u>
1105	£50,562	26.2076	2105	£58,869	30.5134	3105	£67,593	35.0352	4001	£76,887	39.8526	5001	£84,351	43.7214
1107	£51,417	26.6508	2107	£59,958	31.0778	3107	£68,811	35.6666	4002	£78,378	40.6254	5002	£85,857	44.5020
1109	£52,269	27.0924	2109	£61,029	31.6330	3109	£69,996	36.2808	4003	£79,878	41.4029	5003	£87,348	45.2748
1111	£53,136	27.5418	2111	£62,115	32.1959	3111	£71,316	36.9650	4004	£81,366	42.1742	5004	£88,845	46.0507
1113	£53,979	27.9787	2113	£63,189	32.7525	3113	£72,564	37.6118	4005	£82,857	42.9470	5005	£90,345	46.8282
1115	£54,834	28.4219	2115	£64,272	33.3139	3115	£73,794	38.2494	4006	£84,312	43.7011	5006	£91,830	47.5979
	<u>Corp Director</u>	<u>Hourly Rate</u>		<u>Chief Ex</u>	<u>Hourly Rate</u>									
7208	£118,227	61.2802	9297	£152,568	79.0800									
7211	£121,071	62.7543	9299	£155,364	80.5293									
7214	£123,927	64.2347	9301	£158,046	81.9194									
7217	£126,768	65.7072	9303	£160,848	83.3718									
7220	£129,612	67.1813	9305	£163,755	84.8786									
	<u>Operational Grades</u>													
	<u>SCP 6 - 8</u>			<u>SCP 8-9</u>			<u>SCP 8-10</u>			<u>SCP 9 -11</u>			<u>SCP 10 - 12</u>	
6	£27,072	14.0321	8	£27,936	14.4800	8	£27,936	14.4800	9	£28,389	14.7148	10	£28,848	14.9527
7	£27,501	14.2545	9	£28,389	14.7148	9	£28,389	14.7148	10	£28,848	14.9527	11	£29,313	15.1937
8	£27,936	14.4800				10	£28,848	14.9527	11	£29,313	15.1937	12	£29,790	15.4409