

Band	A4C	2018	2019			2020			Band	A4C	PIP Level	CS Grade	2018
			Offer	Difference	Salary	Offer	Difference	Salary					
3	6	£ 19,901	5%	£ 995	£ 20,896	5%	£ 1,045	£ 21,941	3	6	1	AA1	£ 20,618
	7	£ 20,619	5%	£ 1,031	£ 21,650	5%	£ 1,082	£ 22,732		7		bottom	
	8	£ 21,417	5%	£ 1,071	£ 22,488	5%	£ 1,124	£ 23,612		8			
	9	£ 21,485	5%	£ 1,074	£ 22,559	5%	£ 1,128	£ 23,687		9			
	10	£ 22,114	5%	£ 1,106	£ 23,220	5%	£ 1,161	£ 24,381		10			
	11	£ 22,819	5%	£ 1,141	£ 23,960	5%	£ 1,198	£ 25,158		11			
	12	£ 23,367	5%	£ 1,168	£ 24,535	5%	£ 1,227	£ 25,762		12		AA2 top	£ 30,614
4	11	£ 22,819	5%	£ 1,141	£ 23,960	5%	£ 1,198	£ 25,158	4	11	2	EG1	£ 32,469
	12	£ 23,367	5%	£ 1,168	£ 24,535	5%	£ 1,227	£ 25,762		12		bottom	
	13	£ 23,998	5%	£ 1,200	£ 25,198	5%	£ 1,260	£ 26,458		13			
	14	£ 24,852	5%	£ 1,243	£ 26,095	5%	£ 1,305	£ 27,399		14			
	15	£ 25,627	5%	£ 1,281	£ 26,908	5%	£ 1,345	£ 28,254		15			
	16	£ 26,404	5%	£ 1,320	£ 27,724	5%	£ 1,386	£ 29,110		16			
	17	£ 27,181	5%	£ 1,359	£ 28,540	5%	£ 1,427	£ 29,967		17		EG3 top	£ 43,054
5	16	£ 26,404	5%	£ 1,320	£ 27,724	5%	£ 1,386	£ 29,110	5	16	3	EG4	£ 44,370
	17	£ 27,181	5%	£ 1,359	£ 28,540	5%	£ 1,427	£ 29,967		17		bottom	
	18	£ 27,958	5%	£ 1,398	£ 29,356	5%	£ 1,468	£ 30,824		18			
	19	£ 28,890	5%	£ 1,445	£ 30,335	5%	£ 1,517	£ 31,851		19			
	20	£ 30,677	5%	£ 1,534	£ 32,211	5%	£ 1,611	£ 33,821		20			
	21	£ 31,531	5%	£ 1,577	£ 33,108	5%	£ 1,655	£ 34,763		21			
	22	£ 32,772	5%	£ 1,639	£ 34,411	5%	£ 1,721	£ 36,131		22			
3	23	£ 34,173	5%	£ 1,709	£ 35,882	5%	£ 1,794	£ 37,676	3	23			
	21	£ 31,531	5%	£ 1,577	£ 33,108	5%	£ 1,655	£ 34,763		21			
	22	£ 32,772	5%	£ 1,639	£ 34,411	5%	£ 1,721	£ 36,131		22			
	24	£ 35,570	5%	£ 1,779	£ 37,349	5%	£ 1,867	£ 39,216		24			

6	25	£	36,812	5%	£	1,841	£	38,653	5%	£	1,933	£	40,585	6	25			
	26	£	38,055	5%	£	1,903	£	39,958	5%	£	1,998	£	41,956		26			
	27	£	39,299	5%	£	1,965	£	41,264	5%	£	2,063	£	43,327		27			
	28	£	40,697	5%	£	2,035	£	42,732	5%	£	2,137	£	44,868		28	EG5		
	29	£	42,715	5%	£	2,136	£	44,851	5%	£	2,243	£	47,093		29	Top	£ 50,902	
7	26	£	38,055	5%	£	1,903	£	39,958	5%	£	1,998	£	41,956	7	26	4	SO1	£ 50,932
	27	£	39,299	5%	£	1,965	£	41,264	5%	£	2,063	£	43,327		27		bottom	
	28	£	40,697	5%	£	2,035	£	42,732	5%	£	2,137	£	44,868		28			
	29	£	42,715	5%	£	2,136	£	44,851	5%	£	2,243	£	47,093		29			
	30	£	43,960	5%	£	2,198	£	46,158	5%	£	2,308	£	48,466		30			
	31	£	45,355	5%	£	2,268	£	47,623	5%	£	2,381	£	50,004		31			
	32	£	46,908	5%	£	2,345	£	49,253	5%	£	2,463	£	51,716		32			
	33	£	48,538	5%	£	2,427	£	50,965	5%	£	2,548	£	53,513		33	SO3		
	34	£	50,172	5%	£	2,509	£	52,681	5%	£	2,634	£	55,315	34	Top	£ 68,755		
8a	33	£	48,538	5%	£	2,427	£	50,965	3%	£	1,529	£	52,494	8a	33			
	34	£	50,172	5%	£	2,509	£	52,681	3%	£	1,580	£	54,261		34			
	35	£	52,190	5%	£	2,610	£	54,800	3%	£	1,644	£	56,443		35			
	36	£	54,210	5%	£	2,711	£	56,921	3%	£	1,708	£	58,628		36			
	37	£	56,539	5%	£	2,827	£	59,366	3%	£	1,781	£	61,147		37			
	38	£	58,248	5%	£	2,912	£	61,160	3%	£	1,835	£	62,995		38			
8b	37	£	56,539	5%	£	2,827	£	59,366	3%	£	1,781	£	61,147	8b	37	5		
	38	£	58,248	5%	£	2,912	£	61,160	3%	£	1,835	£	62,995		38			
	39	£	61,197	5%	£	3,060	£	64,257	3%	£	1,928	£	66,185		39			
	40	£	64,615	5%	£	3,231	£	67,846	3%	£	2,035	£	69,881		40			
	41	£	68,034	5%	£	3,402	£	71,436	3%	£	2,143	£	73,579		41			
	42	£	69,896	5%	£	3,495	£	73,391	3%	£	2,202	£	75,593		42			
8c	41	£	68,034	5%	£	3,402	£	71,436	3%	£	2,143	£	73,579	8c	41			
	42	£	69,896	5%	£	3,495	£	73,391	3%	£	2,202	£	75,593		42			
	43	£	73,002	5%	£	3,650	£	76,652	3%	£	2,300	£	78,952		43			
	44	£	76,424	5%	£	3,821	£	80,245	3%	£	2,407	£	82,653		44			
	45	£	81,546	5%	£	4,077	£	85,623	3%	£	2,569	£	88,192		45			

46	£	83,875	5%	£	4,194	£	88,069	3%	£	2,642	£	90,711	46		
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2.4%			2.4%								
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