

STATES OF GUERNSEY
PROPOSED AGENDA FOR CHANGE SALARY SCALES
WITH EFFECT FROM 1 JANUARY 2026
(amended National A4C Point Numbers)

Pay Band	National A4C Point	SAP Pay Level	£/annum	£/hour	
2 <i>SAP Pay Level 01 was a transitional level</i>	1	02	26,482	13.5805	
	2	03	27,201	13.9492	
	3	04	27,915	14.3154	
	4	05	28,759	14.7482	
	5	06	29,599	15.1790	
	6	07	30,434	15.6072	
			BAR	BAR	
	7	08	31,510	16.1590	
	8	09	32,706	16.7723	
3 <i>SAP Pay Levels 01 to 03 (inc) were transitional levels</i>	6	04	30,434	15.6072	
	7	05	31,510	16.1590	
	8	06	32,706	16.7723	
	9	07	32,808	16.8246	
	10	08	33,750	17.3077	
			BAR	BAR	
	11	09	34,806	17.8492	
	12	10	35,627	18.2703	
4 <i>SAP Pay Levels 01 to 03 (inc) were transitional levels</i>	11	04	34,806	17.8492	
	12	05	35,627	18.2703	
	13	06	36,572	18.7549	
	14	07	37,854	19.4123	
	15	08	39,011	20.0056	
			BAR	BAR	
		16	09	40,178	20.6041
	17	10	41,340	21.2000	
5 <i>SAP Pay Levels 01 to 03 (inc) were transitional levels</i>	16	04	40,178	20.6041	
	17	05	41,340	21.2000	
	18	06	42,506	21.7979	
	19	07	43,902	22.5138	
	-	08*	-	-	
	20	09	46,580	23.8872	
			BAR	BAR	
	<i>* Level 08 removed from 01.04.10</i>	21	10	47,860	24.5436
	22	11	49,720	25.4974	
	23	12	51,819	26.5738	
6 <i>SAP Pay Levels 01 to 03 (inc) were transitional levels</i>	21	04	47,860	24.5436	
	22	05	49,720	25.4974	
	23	06	51,819	26.5738	
	24	07	53,912	27.6472	
	25	08	55,772	28.6010	
	26	09	57,635	29.5564	
			BAR	BAR	
		27	10	59,498	30.5118
		28	11	61,593	31.5862
	29	12	64,615	33.1359	

----- Gateway through which written authority has to be given before moving to the next pay point

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(amended National A4C Point Numbers)

Pay Band	National A4C Point	SAP Pay Level	£/annum	£/hour
7 <i>SAP Pay Levels 01 to 03 (inc) were transitional levels</i>	26	04	57,635	29.5564
	27	05	59,498	30.5118
	28	06	61,593	31.5862
	29	07	64,615	33.1359
	30	08	66,480	34.0923
	31	09	68,571	35.1646
			BAR	BAR
	32	10	70,898	36.3579
8A <i>SAP Pay Levels 01 to 03 (inc) were transitional levels</i>	33	04	73,340	37.6103
	34	05	75,789	38.8662
	35	06	78,813	40.4169
	36	07	81,839	41.9687
	37	08	85,329	43.7585
			BAR	BAR
38	09	87,888	45.0708	
8B <i>SAP Pay Levels 01 to 03 (inc) were transitional levels</i>	37	04	85,329	43.7585
	38	05	87,888	45.0708
	39	06	92,308	47.3374
	40	07	97,428	49.9631
	41	08	102,551	52.5903
			BAR	BAR
42	09	105,342	54.0215	
8C <i>SAP Pay Levels 01 to 03 (inc) were transitional levels</i>	41	04	102,551	52.5903
	42	05	105,342	54.0215
	43	06	109,994	56.4072
	44	07	115,122	59.0369
	45	08	122,794	62.9713
			BAR	BAR
46	09	126,286	64.7621	
8D <i>SAP Pay Levels 01 to 03 (inc) were transitional levels</i>	45	04	122,794	62.9713
	46	05	126,286	64.7621
	47	06	131,525	67.4487
	48	07	137,921	70.7287
	49	08	144,905	74.3103
			BAR	BAR
50	09	151,887	77.8908	

----- Gateway through which written authority has to be given before moving to the next pay point

AGENDA FOR CHANGE - ALLOWANCES

From 1 January 2026

ON-CALL	<u>Payment</u>
1 in 3 or more frequent	9.5% of basic pay
1 in 6 or more but less than 1 in 3	4.5% of basic pay
1 in 9 or more but less than 1 in 6	3.0% of basic pay
1 in 12 or more but less than 1 in 9	2.0% of basic pay
Less frequent than 1 in 12 (If rostered)	1.0% of basic pay
<hr style="border-top: 1px dashed black;"/>	
Irregular (not rostered) £ per period	£21.63 per weekday £32.24 per Saturday/Sunday £43.26 per Public Holiday
SLEEP-INS	<u>£ Per Night</u>
1st Weekday	61.05
1st Saturday	79.28
1st Sunday	97.60
1st Public Holiday	97.60
2nd Weekday	76.29
2nd Saturday	99.14
2nd Public Holiday	121.93
2nd Sunday	121.93

ADULT DISABILITY STAFF ACCOMPANYING SERVICE USERS NON-PENSIONABLE PAYMENT*

Holiday in the Bailiwick	£235.76 per day
Holiday outside the Bailiwick	£256.16 per day

*These payments replace any separate payments for overtime, special duty, sleep-ins and subsistence.

NON-PENSIONABLE

LOYALTY PAYMENT

£1,747 *

(to be paid in February 2026)

*This amount payable to full-time staff with 12 months service on 31 January 2026. Part-time staff and staff with less than 12 months service to receive pro-rata amounts.

**STUDENT NURSES SALARY SCALES
WITH EFFECT FROM 1 JANUARY 2026**

	SAP Pay Point	£/annum	£/hour
1st to 3rd Year	01	31,339 †	16.0713

† Salary is to be paid for full 52 weeks with no incremental progression.

STATES OF GUERNSEY

AGENDA FOR CHANGE DEPUTY WARD MANAGER SALARY SCALE
WITH EFFECT FROM 1 JANUARY 2026
(amended National A4C Point Numbers)

Pay Band	National A4C Point	SAP Pay Level	£/annum	£/hour
6A <i>Pay for Deputy Ward Managers is Band 6 (less the first point) plus point 8 of Band 7 (SAP 13).</i>	22	05	49,720	25.4974
	23	06	51,819	26.5738
	24	07	53,912	27.6472
	25	08	55,772	28.6010
	26	09	57,635	29.5564
			BAR	BAR
	27	10	59,498	30.5118
	28	11	61,593	31.5862
	29	12	64,615	33.1359
	30	13	66,480	34.0923

**SCALES
WITH EFFECT FROM 1 JANUARY 2026**

TRAINEE PHARMACY TECHNICIANS

	SAP Pay Point	£/annum	£/hour
1st Year	01	36,273	18.6015
2nd Year	02	38,864	19.9303

TRAINEE OCCUPATIONAL HEALTH ADVISORS & also TRAINEE CBT THERAPISTS

	SAP Pay Point	£/annum	£/hour
1st Year	01	53,052	27.2062
2nd Year	02	56,842	29.1497

TRAINEE FAMILY THERAPIST SALARY SCALE

	SAP Pay Point	£/annum	£/hour
1st Year	01	52,733	27.0426
2nd Year	02	57,127	29.2959
3rd Year	03	61,522	31.5497
4th Year	04	65,916	33.8031

STUDENT HEALTH VISITORS SALARY SCALE

	SAP Pay Point	£/annum	£/hour
1st Year (until completion of training)	01	48,461	24.8518