

# Surrey Pay Bands 2021/2022



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## Surrey Pay

Applies to all schools and non-schools based Surrey Pay staff.

**Table 1: Job Family Pay Bands – effective from 1 April 2021**

Job Family	Pay Model	Grade Name	Salary Range					
			Minimum Point 1	Point 2	Point 3	Point 4	Point 5	Maximum Point 6
Business Functions  Public Engagement  Regulation & Technical  Operational Services  Personal Care & Support  Children Learning & Educational Support (CLES)	Job Family Pay Model	PS1/2	£17,833					
		PS3	£18,013	£18,485	£18,957			
		PS4	£19,422	£19,803	£20,193	£20,589	£20,994	£21,416
		PS5	£21,943	£22,375	£22,815	£23,264	£23,723	£24,184
		PS6	£24,780	£25,269	£25,767	£26,276	£26,794	£27,317
		PS7	£27,991	£28,544	£29,108	£29,683	£29,919	£30,510
		PS8	£31,273	£31,898	£32,536	£33,187	£33,851	£34,519
		PS9	£35,382	£36,089	£36,811	£37,547	£38,298	£39,246
		PS10	£40,227	£41,031	£41,852	£42,689	£43,543	£44,619
		PS11	£45,734	£46,878	£48,050	£49,251	£50,482	£51,725
		PS12	£53,018	£54,344	£55,702	£57,095	£58,522	£59,964
		PS13	£61,463	£62,999	£64,574	£66,189	£67,843	£69,514
		PS14	£71,252	£73,033	£74,859	£76,730	£78,649	£80,586
		Leadership Job Family	Leadership Pay Model	PS15	£80,977			
PS16	£92,279							£114,404
PS17	£114,405							£137,286
PS18	£137,287							£164,744
CEX	£214,184							£237,337

## Career Pay Bands

**Table 2: Social Wellbeing\* – effective from 1 April 2021**

Job Family	Pay Model	Grade Name	Pay Point	Salary
Social Wellbeing	Career Pay Model	PS8SC		£32,896
		PS9SC	Point 1	£35,382
			Point 2	£36,670
			Point 3	£37,957
			Point 4	£39,246
		PS10SC	Point 1	£40,227
			Point 2	£41,691
			Point 3	£43,155
			Point 4	£44,619
		PS11SC	Point 1	£45,734
			Point 2	£47,732
			Point 3	£49,729
			Point 4	£51,725
		PS12SC	Point 1	£53,018
			Point 2	£54,501
			Point 3	£56,816
	Point 4	£59,964		

\*Applies to all Social Workers and Occupational Therapists.

**Table 3: Finance CIPFA Trainee Scheme – effective from 1 April 2021**

Job Family	Pay Model	Grade Name	Pay Point	Salary
Finance Trainee	Career Pay Model	PS7F	Point 1	£27,991
		PS8F	Point 1	£31,273
		PS9F	Point 1	£34,688
		Point 2	£35,382	
	Job Family Pay Model	PS9*	Point 3	£36,089
			Point 4	£36,811
			Point 5	£37,547
			Point 6	£38,476

\* Once an individual has completed Grade PS9F, they will then progress to PS9 point 3 in accordance with the normal pay progression rules.

## Career Pay Bands

**Table 4: Community protection, Transport and Environment – effective from 1 April 2021**

### Scheme 1: PS5HT - PS7\*

Job Family	Pay Model	Grade	Point	Salary
Regulation and Technical	CT&E Career Pay Model	PS5HT	Point 1	£21,943
			Point 2	£23,064
		PS6HT	Point 1	£24,780
			Point 2	£26,049
	Job Family Pay Model	PS7	Point 1	£27,991
			Point 2	£28,544
			Point 3	£29,108
			Point 4	£29,683
			Point 5	£29,919
			Point 6	£30,510

### Scheme 2: PS6HT – PS8\*

Job Family	Pay Model	Grade	Point	Salary
Regulation and Technical	CT&E Career Pay Model	PS6HT	Point 1	£24,780
			Point 2	£26,049
		PS7HT	Point 1	£27,991
			Point 2	£29,426
	Job Family Pay Model	PS8	Point 1	£31,273
			Point 2	£31,898
			Point 3	£32,536
			Point 4	£33,187
			Point 5	£33,851
			Point 6	£34,519

### Scheme 3 PS7HT - PS9\*

Job Family	Pay Model	Grade	Point	Salary
Regulation and Technical	CT&E Career Pay Model	PS7HT	Point 1	£27,991
			Point 2	£29,426
		PS8HT	Point 1	£31,273
			Point 2	£32,896
	Job Family Pay Model	PS9	Point 1	£35,382
			Point 2	£36,089
			Point 3	£36,811
			Point 4	£37,547
			Point 5	£38,298
			Point 6	£39,246

\*Applies to staff on the CT&E Professional Development Programme (PDP)

**Table 5: Lawyers Career Scheme – effective from 1 April 2021**

Job Family	Pay Model	Grade name	Point	Salary
Business Function	Career Pay Model	PS9L	1	£35,382
			2	£37,547
		PS10L	1	£40,227
			2	£42,689
			3	£44,619

**Table 6: Twelve 15 Education Catering - effective from 1 April 2021\***

Position	Grade	Pay Point	Starting Salary
Catering / Servery Assistant	PS 1/2	N/A	£17,833
Cook - Primary / Secondary & Smart			
Caterer - Primary Small	PS 3	Point 1	£18,013
Caterer - Primary Medium	PS 3	Point 2	£18,485
Deputy Caterer - Primary / Secondary Large			
Caterer - Primary Large	PS 3	Point 3	£18,957
Caterer (Secondary Small)	PS 4	Point 2	£19,803
Caterer Primary - Very Complex	PS 4	Point 3	£20,193

\*These represent starting salaries. Individuals will progress in accordance with the normal pay progression rules. Further details of the complete grade range is outlined in Table 1.

**Table 7: South East Shared Services (SESS) regional Surrey Pay bands effective from 1 April 2021**

Grade	Title	Point 1	Point 2	Point 3	Point 4	Point 5
SE 5	Administrator Level 1	£18,592	£18,933	£19,273	£19,614	£19,954
SE 6	Administrator Level 2	£19,329	£20,139	£20,948	£21,758	£22,567
SE 7	Senior Administrator	£22,703	£23,813	£24,923	£26,033	£27,143
SE 8	Hub Leader	£24,005	£24,895	£25,785	£26,674	£27,564
SE 9	Team Leader	£26,842	£27,374	£27,905	£28,437	£28,968
SE 10	Team Manager	£29,666	£30,261	£30,856	£31,450	£32,045
SE 11	Manager	£37,217	£37,658	£38,098	£38,539	£38,979
SE 12	Senior Manager	£44,809	£45,850	£46,891	£47,931	£48,972

**Table 8: Political Assistants**

Grade	Salary
PS9(PA)	£34,986

**Table 9: Trainee Social Workers - effective from 1 April 2021**

Trainee Social Worker	Salary
Fixed salary	£19,000

**Table 10: Surrey Adult Learning Tutors – 1 September 2020 – 31 August 2021**

Role Level	Surrey Grade equivalent	Surrey Adult Learning Tutor Grade	Basic Hourly Rate	Total incl. hourly rate & preparation allowance <sup>1</sup>	Total Hourly Rate Inclusive of Holiday Pay <sup>2</sup>		
					Less than 2 years service (15%)	More than 2, and less than 5 years service (16%)	More than 5 years service (17%)
Adult Learning Standard (ALS) Community courses which are non-qualification based	PS7	ALS A	£15.10	£21.36	£24.56		
		ALS B				£24.78	
		ALS C					£24.99
Adult Learning Higher (ALH) Accredited courses which are qualification based	PS8	ALH A	£18.12	£25.63	£29.47		
		ALH B				£29.73	
		ALH C					£29.99
Adult Learning Top (ALT) Highly specialist subject areas	PS9	ALT A	£19.62	£27.77	£31.94		
		ALT B				£32.21	
		ALT C					£32.49

<sup>1</sup> Preparation allowance is 41.5% of the basic hourly rate.

<sup>2</sup> Percentage uplift of basic hourly rate & preparation allowance to reflect annual leave entitlement.

**Table 11: Surrey Arts Tutors – 1 September 2020 – 31 August 2021**

Role Level	Surrey Grade equivalent	Surrey Arts Tutor Grade	Basic Hourly Rate	Basic hourly rate plus preparation & travel allowances <sup>1</sup>	Total Hourly Rate Inclusive of Holiday Pay <sup>2</sup>		
					Less than 2 years service (15%)	More than 2, and less than 5 years service (16%)	More than 5 years service (17%)
Unqualified Instrumental Music Teacher; Qualified Instrumental Music Teacher.	PS7	SA1 A	£15.01	£21.92	£25.11		
		SA1 B				£25.32	
		SA1 C					£25.53
Assistant Teacher for the whole class; Team Support Teacher; Curriculum Lead.	PS8	SA2 A	£15.80	£23.07	£26.42		
		SA2 B				£26.65	
		SA2 C					£26.87
		SA3 A	£16.52	£24.12	£27.62		
		SA3 B				£27.86	
		SA3 C					£28.09
		SA4 A	£17.50	£25.55	£29.26		
		SA4 B				£29.51	
SA4 C					£29.76		
Group/Ensemble Conductor/Director; Lead Teacher for the whole class.	PS9	SA5 A	£18.67	£27.27	£31.23		
		SA5 B				£31.50	
		SA5 C					£31.76
		SA6 A	£20.63	£30.12	£34.50		
		SA6 B				£34.79	
		SA6 C					£35.08

<sup>1</sup> Travel allowance of 4.5% & preparation allowance of 41.5% applied to basic hourly rate.

<sup>2</sup> Percentage uplift of basic hourly rate & preparation allowance to reflect annual leave entitlement.



**Table 12: Apprenticeship and internship pay rates – effective from 1 April 2021**

Apprenticeship	Apprenticeship Level	Year	Annual Salary
Intermediate and Advanced	2	Year 1	£15,158
		Year 2	£17,833
	3	Year 1	£15,158
		Year 2	£17,833
Higher	4	N/A	£18,013
	5	N/A	£18,013
	6	N/A	£18,013
Internship	N/A	N/A	£18,013

\*An Apprentice in their second year of an Apprenticeship is entitled to the National Minimum Wage/National Living Wage (where applicable) in accordance with their age.

**Table 13: Kickstarter Pay Rates – effective from 01 April 2021**

Kickstarter's Age	Kickstarter's Pay Grade	National Minimum/Living Wage Hourly Rate	Annual Salary (based on 25hrs per week only)
Under 18	KS1	£4.62	£6,022
18 – 20 inclusive	KS2	£6.56	£8,551
21 – 22 inclusive	KS3	£8.36	£10,897
23 and over	KS4	£8.91	£11,614

\*A Kickstarter is entitled to the National Minimum Wage/National Living Wage (where applicable) in accordance with their age.

## Local (Non-Surrey) Pay Terms & Conditions

**Table 14: Former Buckinghamshire County Council trading standards pay settlement – effective from 1 July 2021**

Grade	Entry Point	Competent Point	Advanced Point
R4 CBP	£ 22,853	£24,110	£25,367
R6 CBP	£ 28,468	£30,034	£31,599
R8 CBP	£ 37,151	£39,194	£41,237