

Surrey County Council

Pay Policy Statement 2025-2026

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1. Introduction

This Pay Policy Statement was approved by Full Council and is effective from 1 April 2025. It is published to comply with the requirements of Section 38(1) of the Localism Act, 2011 and related guidance under Section 40 provided by the Secretary of State.

This Statement includes information relating to the terms and conditions that are determined locally by the council and are referred to as 'Surrey Pay.' The Council's reward strategy is based on the local negotiation of Surrey Pay terms and conditions of service. Pay, including terms and conditions, are reviewed annually with any changes agreed by the People, Performance and Development Committee, (PPDC). The Council recognises two Trade Unions, GMB and UNISON, for the purposes of negotiating Surrey Pay and collective bargaining.

In addition, there are several National Agreements produced through collective bargaining arrangements for different groups of local government staff. The main negotiating bodies relevant to the council's workforce and their scope are listed below. Surrey County Council operates these national conditions as amended by local agreements.

Terms and conditions determined on a national basis by independent organisations or arrangements include:

- Fire fighters: whose pay and conditions are determined by the National Joint Committee for Local Authorities Fire and Rescue Service.
- Teachers: whose terms and conditions are determined by the Department for Education and governing bodies.
- Educational psychologists: whose terms and conditions are determined by the Soulbury Committee.
- Youth and community workers and Assistant Coroners whose terms and conditions are determined by the relevant Joint Negotiating Committee (JNC).

This Statement does not include details of the terms and conditions of council employees that have retained terms and conditions following a transfer under Transfer of Undertakings and Protection of Employment Regulations.

2. Further Details

Specific details may be accessed via the links indicated below.

Full details of the 2025/2026 pay scales can be found in Annex 1.

The council publishes details of staff earnings in accordance with legal requirements on transparency. Further information is contained in the [Annual Report and Accounts](#) in accordance with the Audit of Accounts legislation, as well as within the Transparency section of Surrey-I (see section 5 of this Statement).

3. Governance

[The People, Performance and Development Committee](#) (PPDC) acts as the County Council's Remuneration Committee under delegated powers in accordance with the Constitution of the County Council. Pay, terms and conditions for all employees except Centrally Employed Teachers and those employed on Soulbury, and national Committees are determined by the PPDC including the remuneration of Chief Officers and Deputy Chief Officers.

4. Definitions

To this Pay Policy Statement the following definitions will apply:

- i. Lowest paid employees**
Surrey County Council defines its lowest paid employees as those who are paid on the lowest Surrey Pay grade, PS 1/2. As of 1 April 2025, this equates to £23,322 per annum for full time staff.
- ii. Full time**
A full-time post is based on a 36-hour working week for staff on main Surrey Pay
- iii. Chief Officers**
The majority of statutory and non-statutory Chief Officers of the County Council report directly to the Chief Executive as the Head of the Authority's paid service. In addition, for the purposes of this Pay Policy Statement, this group also includes the majority of posts who report to a Chief Officer, (Deputy Chief Officers).
- iv. Surrey Pay salary ratios**
The publication of the pay multiple as a determinant of the relationship between the pay of Chief Officers and that of the rest of the workforce was recommended by the Hutton report on Fair pay. This is a calculation in the form of a ratio between the median earnings across the organisation and the highest paid employee. [The pay multiple](#) is published separately on the County Council website and monitored annually. Please note that the multiple is based on the previous pay year to this statement due to being based on actual pay data.

5. Salary Transparency

Surrey County Council is committed to openness and transparency to demonstrate to its residents and local taxpayers that it delivers value for money. As part of the national and local government transparency agenda it publishes information on its website detailing Surrey Pay ranges, expenditure over £500 and contracts with a value of £50,000 or more.

To continue this commitment, and in line with the Local Government Transparency Code 2014, the Council has published details of salaries paid to senior staff on its website. This information is updated on an annual basis and covers senior positions with annual salaries of £50,000 and above.

In addition, the 'pay multiple' will be calculated each year and will be published on the County Council's website. Historical information will be retained in order to monitor the pay multiple over time.

6. Equal Pay

The Council is committed to ensuring that its employment policies and practices comply with the requirements of the Equality Act 2010. This includes the application of a robust job evaluation process to ensure that all staff receive equal pay for work of equal value.

i. Grading Structure

The allocation of Surrey Pay grades to jobs is determined by job evaluation or in accordance with a job family underpinned by job evaluation. The Surrey Pay grading structure covers all jobs from the lowest grade to Chief Officers, including the Chief Executive, on the highest grade.

ii. Remuneration on Appointment

Newly appointed or promoted staff are normally appointed to the minimum salary on a grade unless there is clear business reason to appoint at a higher salary within the grade range.

Where it is necessary for a newly appointed employee to relocate in order to take up a post, the Council may make a contribution towards the reimbursement of relocation expenses in line with the Relocation Policy.

iii. Supplements

Managers may make a business case for an additional supplement to be paid above the maximum for the particular grade under specific circumstances or if it proves exceptionally difficult to recruit at the rate advertised. Such supplements must be supported by a business case, approved by the Director of People & Change in conjunction with the Chair of the PPD Committee in the case of Chief Officers, or by the Director of People & Change under delegated powers for all other staff.

7. Remuneration for Chief Officers

Chief Officers are appointed within the leadership pay model at a spot salary within the appropriate pay band range.

Annual salary reviews for Chief Officers will consider any agreed adjustments to senior management pay rates (if any) as determined by the PPDC. Details of the remuneration paid to all members of the Council's Leadership Team are available in the Council's Annual Statement of Accounts.

8. Remuneration for employees who are not Chief Officers

Apart from the differences in pay scales and pay models, there are minimal differences in entitlement to remuneration between Chief Officers, Deputy Chief Officers, and the rest of the workforce as the county council is working towards harmonisation of terms and conditions of service between staff groups.

i. Surrey Pay staff

Surrey Pay comprises pay grades PS1/2 to PS14 and pay grades for senior managers PS15 to Chief Executive.

Surrey Pay roles are aligned to a defined pay model as follows:

- Spot Salary Pay model
- Job Family Pay Model
- Career Pay Model
- Leadership Pay Model

Surrey Pay is reviewed annually to come into effect from 1 April each year and staff will progress through the fixed pay points for their grade until the maximum of the grade is reached.

Annual individual pay progression will be subject to:

- Staff being in post at their current grade level on 1 October (or the first working day of the week) in the previous year. Staff appointed between October and March will receive their first increment after six months in role and will then fall in line with the April annual review.
- Conduct and performance in the role, and
- Scope being available within the individual pay grade until the top of the grade is reached.

Employees subject to career grade schemes will progress in line with the arrangements for that position.

ii. Apprentices

Apprenticeship pay is aligned to the main Surrey Pay rates as follows:

- The salary for level 2/3 apprenticeships is equivalent to grade PS1/2 in year one, rising to PS3 in year two.
- The salary for level 4/5 apprenticeships is equivalent to grade PS3.
- Apprenticeships at level 6 and above will be paid the rate for the role as evaluated.

iii. Tutors - Surrey Arts and Surrey Adult Learning

Tutors within Surrey Arts and Community Learning & Skills are paid a spot salary. There is no pay progression within this pay model. Salary increases are aligned to the annual review of Surrey Pay and pay changes are implemented from 1 April each year.

iv. Political Assistants

SCC employs Political Assistants on Surrey Pay contracts to support political groups. These Assistants work directly for the political groups rather than as mainstream officers within the officer structure of the Council. These are unique posts and have a set

maximum salary determined by The Local Government (Assistants for Political Groups) (Remuneration) (England) Order 2021. This is currently capped by the maximum pay point for Surrey Pay grade PS9 or NJC pay point 38, if lower.

v. Staff Employed on National Conditions

Annual pay awards for centrally employed teachers and those on Soulbury or JNC Committee conditions will be in accordance with those agreed by the respective national bodies.

- **Centrally Employed Teachers'**

Details of the national pay scales for Centrally Employed Teachers are available on the [Department for Education's website](#).

A locally agreed pay policy is in place, which sets out the pay progression arrangements for centrally employed teachers in line with the national scheme.

- **Soulbury and JNC Employees**

Employees covered by the Soulbury and JNC Agreements are eligible to receive annual increments on the 1 September or 1 April respectively each year until they reach the maximum for the grade of their position.

9. Other elements of remuneration

A copy of the School Teachers Pay and Conditions Document is available on the [Governments website; Gov.uk](#). Copies of the conditions of service for all other employees covered by this statement can be obtained from [the Local Government Employers](#).

The following details apply to Surrey Pay employees and in the absence of any national agreement have been adopted by other employee groups:

i. Employee Benefits

The Council does not provide any grade related benefits in kind, such as annual leave, private medical insurance, or lease cars. Chief Officers receive the same allowances as other members of staff and have access to the same voluntary benefits scheme.

ii. Additional Payments

To ensure sufficient flexibility to reward staff who are undertaking additional responsibilities the Council's reward policy provides for acting-up payments or a one-off recognition payment to be made in specific circumstances.

The definition of a recognition payment includes the ability to apply a financial payment of up to £1,000 per person per annum in order to reward:

- excellent, exceptional achievement over a sustained period, or throughout the year in which performance is being assessed
- excellent exceptional achievement for a particular task or project

- innovation that significantly enhances productivity or that notably contributes to organisational effectiveness

The decision to award a recognition payment to a Chief Officer is taken by the Chief Executive and in the case of the Chief Executive, the Leader of the Council.

For employees required to be on-call, the Council operates a corporate on-call scheme up to Surrey Pay grade PS13. Payments are either processed monthly or on an ad-hoc basis depending on the requirement to be on-call. Additional hours and overtime are paid at plain time, and an allowance is paid per shift to employees who are required to “sleep in” on the premises as part of their duties. Details of these provisions are set out in the Councils Reward Policy.

iii. Unsocial hours payment

Payments for working unsocial hours are paid to the LGV Engineering Technicians (on Surrey Pay grade PS8) who provide 24-hour on call cover to enable the safe and efficient running of the Fire and Rescue Service. In addition, payments are made to the Highways Lab and Survey Technicians, Senior Technicians & Project Managers (on Surrey Pay grades PS7 to PS9) who provide laboratory sampling and surveying at nights and weekends. Details of these enhanced payments are set out in the Councils Reward Policy.

Employees in Adults and Children’s Social Care Service areas who are employed in roles graded at PS8 and below employed to work overnight (i.e., all of their working hours between 8pm and 8am) on a waking night basis will receive an enhancement of 50 percent (time and a half) as part of their contractual terms and conditions.

Employees who work an overnight shift as above on a non-contractual basis will also receive payment of time and a half in respect of these shifts worked. In addition, the enhancement of 50 percent (time and a half) will be applied to all hours worked on a Saturday, Sunday, and each Bank Holiday.

Bank Holidays include all bank holidays designated by SCC. Currently there are 8 such days in a calendar year, but from time-to-time additional days may be so designated for which the above payments would apply.

All payments are in complete recompense and no additional compensatory time off will be given.

iv. Travel and Expenses

Where authorised to do so, employees are entitled to be reimbursed for additional mileage they incur whilst discharging their official duties. The rate of reimbursement will depend on the mileage incurred. Employees who have to use public transport to travel for business travel are entitled to reclaim the full cost of the transport under the council’s expenses policy. Any expenditure on business travel is reimbursed at the same rates for all grades.

Out of pocket expenses incurred during the course of employment will be met by the council provided that the expenses are directly related to employment and are approved as reasonable.

v. Professional Fees

The council will reimburse the cost of professional fees for roles where there is an essential requirement to hold a professional qualification and be a member of a relevant professional institution.

Employees will be required to repay a proportion of the cost of professional fees should they leave Surrey County Council employment during the period covered by the payment. Repayment will be managed via payroll from final salaries, however where an employee leaves the council's employment due to redundancy or ill health, repayment will not be required.

vi. First Aid Allowance

Employees who are designated 'first aiders' are eligible to receive an allowance.

10. Pension Benefits

- **Teachers' Pension Scheme.**

All Centrally Employed Teachers are eligible to join the Teachers' Pension Scheme. Employees within Surrey Arts and Adult Learning Service may also join if their role gives eligibility to join the scheme. The scheme is a statutory scheme with contributions from employees and employers. Details of the scheme can be found on the [Teachers' Pension Scheme website](#).

- **Local Government Pension Scheme**

All other employees under the age of 75 are eligible to join the Local Government Pension Scheme. The scheme is a statutory scheme with contributions from employees and employers. Details of the scheme can be found on [Surrey Pension Fund website](#).

11. Remuneration - Contract for Services

The council encourages the direct employment of staff and pays them via the payroll system. In circumstances where it is more appropriate to engage people on a contract for services, the council follows HMRC guidelines to ensure that the correct employment status is identified.

When a need arises for an 'interim' appointment, recruitment is normally secured via the council's temporary staffing agency frameworks. Individuals contracted via an agency will in most instances be paid at a rate consistent with the pay of directly employed staff performing a comparable role. The council will consider any relevant market factors to support payment of a premium rate necessary to secure appropriate levels of skills and expertise.

12. Salary Protection

Details of the Council's salary protection provisions that apply to employees who are redeployed into a new post as a result of organisational change can be found in the Council's Managing Reorganisations & Restructures Policy. The provisions relating to safeguarding (pay

protection) set out in the School Teachers Pay and Conditions Document (STPCD) apply to centrally employed teachers. Other Council employees are eligible to receive salary protection for a period of up to one year if they are redeployed into a lower-graded post, with the amount of protection depending on the difference between the grades of their former job and new job.

13. Early Retirement and Severance

The Council's terms for granting redundancy or severance, including access to benefits under the Local Government and Teachers' Pension Schemes, are the same for all staff on Surrey Pay contracts including Chief Officers, as well as for teachers working in maintained schools across Surrey.

In cases of redundancy, an employee will not be entitled to a redundancy payment or a severance payment if, before leaving the Council, they accept an offer of employment with another local authority or associated employer contained in the Redundancy Payments (Modification) Order 1999 and commence the new employment within four weeks of their last day of service as the employment would be deemed to be continuous.

Normally the council will not re-employ or re-engage employees who have been made redundant with an enhanced severance payment for a period of 12 months following their leaving date. However, in exceptional circumstances and subject to a business case and Chief Officer approval, the council may re-employ employees. Re-engagement includes contracts of employment, consultancy arrangements or through an agency.

14. Termination of Employment of Chief Officer

Any compensation payments made to Chief Officers and Deputy Chief Officers on ceasing to hold office or to be employed by the authority will be made on the same basis as any other employee in line with the council's Early Retirement and Severance policies.

In the event of an employee being made redundant or applying for voluntary severance, the council's Managing Reorganisations & Restructures Policy contains details of the circumstances in which a redundancy payment is payable. The Local Government Pension Scheme regulations provide for access to pension benefits without reduction from the age of fifty-five in the event of an employee being made redundant.

15. Mutually Agreed Resignation Scheme [MARS]

The Council operates a Mutually Agreed Resignation Scheme (MARS), designed to support periods of change and the drive for workforce efficiencies. This scheme is voluntary and employees, with agreement may choose to leave employment in return for a severance payment.

The scheme may be advertised for a time-limited period only or restricted to specified grades/areas within the Council. Outside the publicised periods MARS would remain closed. The Council reserves the right to determine whether or not an application will be approved and there will be no right of appeal on the part of those employees whose applications are not successful.

2025/2026 Surrey Pay Scales

Surrey Pay

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

Table 1a: Job Family Pay Scales – effective from 1 April 2025 – 31 March 2026**Job Family Pay Model**

Grade name	Point 1	Point 2	Point 3	Point 4	Point 5	Point 6
PS1/2	£23,322	-	-	-	-	-
PS3			£24,330	-	-	-
PS4		£25,052	£25,480	£25,916	£26,360	£26,825
PS5		£27,634	£28,113	£28,602	£29,101	£29,604
PS6		£30,647	£31,187	£31,739	£32,301	£32,867
PS7		£33,552	£34,186	£34,833	£35,098	£35,763
PS8		£36,873	£37,591	£38,322	£39,069	£39,820
PS9		£41,585	£42,397	£43,224	£44,068	£45,135
PS10		£47,142	£48,064	£49,005	£49,965	£51,175
PS11		£53,713	£54,980	£56,278	£57,609	£58,953
PS12		£61,784	£63,252	£64,758	£66,301	£67,859
PS13		£70,975	£72,673	£74,415	£76,199	£78,002
PS14		£81,796	£83,765	£85,783	£87,853	£89,942

Table 1b: Leadership Family Pay Scales – effective from 1 April 2025 – 31 March 2026**Leadership Pay Model**

Grade name	Bottom of scale	Top of scale
PS15	£90,363	£101,581
PS16	£101,582	£125,442
PS17	£125,443	£150,119
PS18	£150,120	£179,730
CEX	£230,984	£255,954

Career Pay Grades

Table 2: Social Wellbeing – effective from 1 April 2025 to 31 March 2026

Pay Model: Career

Grade name: PS8SC

Pay Point	Salary
N/A	£37,995

Grade name: PS9SC

Pay Point	Salary
Point 2	£42,239
Point 3	£43,686
Point 4	£45,135

Grade name: PS10SC

Pay Point	Salary
Point 2	£47,884
Point 3	£49,530
Point 4	£51,175

Grade name: PS11SC

Pay Point	Salary
Point 2	£54,636
Point 3	£56,795
Point 4	£58,953

Grade name: PS12SC

Pay Point	Salary
Point 2	£61,954
Point 3	£64,457
Point 4	£67,859

Table 3: Finance CIPFA Trainee Scheme – effective from 1 April 2025 - 31 March 2026

Pay Model: Career

Grade Name	Pay Point	Salary
PS7F	Point 1	£33,552
PS8F	Point 1	£36,873

Progresses to PS9, point 2 of the Job Family Pay Model

Table 4: Community protection, Transport & Environment – effective from 1 April 2025

Job Family: Regulation & Technical

Pay Model: CT&E Career Applies to staff on the CT&E Professional Development Programme (PDP)

Scheme 1: PS5HT – PS7

Grade name: PS5HT

Pay Point	Salary
Point 1	£27,634
Point 2	£28,384

Grade name: PS6HT

Pay Point	Salary
Point 1	£30,647
Point 2	£31,493

Progresses to PS7, point 2 of the Job Family Pay Model

Scheme 2: PS6HT – PS8

Grade name: PS6HT

Pay Point	Salary
Point 1	£30,647
Point 2	£31,493

Grade name: PS7HT

Pay Point	Salary
Point 1	£33,552
Point 2	£34,543

Progresses to PS8, point 2 of the Job Family Pay Model

Scheme 3: PS7HT – PS9

Grade name: PS7HT

Pay Point	Salary
Point 1	£33,552
Point 2	£34,543

Grade name: PS8HT

Pay Point	Salary
Point 1	£36,874
Point 2	£37,995

Progresses to PS9, point 2 of the Job Family Pay Model

Table 5: Lawyers Career Scheme – effective from 1 April 2025**Job Family: Business Function****Pay Model: Career Pay****Grade name: PS10L**

Pay Point	Salary
Point 1	£47,142
Point 2	£49,005

Grade name: PS11L

Pay Point	Salary
Point 1	£53,713
Point 2	£56,278
Point 3	£58,953

Table 6: Twelve 15 Education Catering - effective from 1 April 2025

Position	Grade	Pay Point	Starting Salary
Catering / Chef Assistant	PS1/2	N/A	£23,322
Trainee Chef Manager	PS3	Point 3	£24,330
Chef Manager	PS4	Point 2	£25,052

Table 7: Political Assistants – effective from 1 April 2025**Grade name: PS9(PA)**

Point 1	Point 2	Point 3	Point 4	Point 5	Point 6
	£41,585	£42,397	£43,224	£44,068	£45,135

Table 8: Planning Officers – effective from 1 April 2025**Job Family: Regulation & Technical****Pay Model: Career Pay****Grade name: PS7PG**

Pay Point	Salary
Point 1	£33,552
Point 2	£34,833

Grade name: PS8PG

Pay Point	Salary
Point 1	£36,873
Point 2	£38,322

Progresses to PS9, point 2 of the Job Family Pay Model

Table 9: Apprenticeship and internship pay rates – effective from 1 April 2025

Apprenticeship	Apprenticeship Level	Year	Annual Salary
Intermediate and Advanced	2	Year 1	£23,322
		Year 2	£24,330
	3	Year 1	£23,322
		Year 2	£24,330
Higher	4+	Year 1+	£24,330
Internship	N/A	N/A	£24,330

Table 10: Surrey Adult Learning Tutors: 1 April 2025 – 31 March 2026

Adult Learning Standard (ALS) – Community Non-Qualification Courses

Category	Surrey Grade	Tutor Grade	Basic Hourly Rate	Total incl. Prep allowance ¹	Total incl. Holiday pay		
					Less than 2 yrs service (15%)	2–5 yrs service (16%)	5+ yrs Service (17.5%)
ALS	PS7	ALS A	£17.97	£25.42	£29.23	-	-
ALS	PS7	ALS B	£17.97	£25.42	-	£29.49	-
ALS	PS7	ALS C	£17.97	£25.42	-	-	£29.87

Adult Learning Higher (ALH) – Accredited Qualification Courses

Category	Surrey Grade	Tutor Grade	Basic Hourly Rate	Total incl. Prep allowance	Total incl. Holiday pay		
					Less than 2 yrs service (15%)	2–5 yrs service (16%)	5+ yrs Service (17.5%)
ALH	PS8	ALH A	£20.91	£29.59	£34.03	-	-
ALH	PS8	ALH B	£20.91	£29.59	-	£34.32	-
ALH	PS8	ALH C	£20.91	£29.59	-	-	£34.77

Adult Learning Top (ALT) – Highly Specialist Subjects

Category	Surrey Grade	Tutor Grade	Basic Hourly Rate	Total incl. Prep allowance	Total incl. Holiday pay		
					Less than 2 yrs service (15%)	2–5 yrs service (16%)	5+ yrs Service (17.5%)
ALT	PS9	ALT A	£22.60	£31.98	£36.77	-	-
ALT	PS9	ALT B	£22.60	£31.98	-	£37.09	-
ALT	PS9	ALT C	£22.60	£31.98	-	-	£37.57

¹ Preparation allowance of 41.5% applied to basic hourly rate.

Table 11: Surrey Arts Tutors: 1 April 2025 – 31 March 2026

Role Level	Surrey Grade Equivalent	Surrey Arts Tutor Grade	Basic Hourly Rate	Basic + Prep/Travel Allowances ²	Total incl. Holiday pay Less than 2 yrs service (15%)	2–5 yrs service (16%)	5+ yrs Service (17.5%)
Unqualified/Qualified Instrumental Music Teacher	PS7	SA1 A	£17.85	£26.07	£29.86	-	-
Unqualified/Qualified Instrumental Music Teacher	PS7	SA1 B	£17.85	£26.07	-	£30.11	-
Unqualified/Qualified Instrumental Music Teacher	PS7	SA1 C	£17.85	£26.07	-	-	£30.49
Assistant Teacher/Team Support/Curriculum Lead	PS8	SA2 A	£18.30	£26.72	£30.61	-	-
Assistant Teacher/Team Support/Curriculum Lead	PS8	SA2 B	£18.30	£26.72	-	£30.87	-
Assistant Teacher/Team Support/Curriculum Lead	PS8	SA2 C	£18.30	£26.72	-	-	£31.25
Assistant Teacher/Team Support/Curriculum Lead	PS8	SA3 A	£19.11	£27.90	£31.96	-	-
Assistant Teacher/Team Support/Curriculum Lead	PS8	SA3 B	£19.11	£27.90	-	£32.23	-
Assistant Teacher/Team Support/Curriculum Lead	PS8	SA3 C	£19.11	£27.90	-	-	£32.64
Assistant Teacher/Team Support/Curriculum Lead	PS8	SA4 A	£20.21	£29.51	£33.80	-	-
Assistant Teacher/Team Support/Curriculum Lead	PS8	SA4 B	£20.21	£29.51	-	£34.09	-
Assistant Teacher/Team Support/Curriculum Lead	PS8	SA4 C	£20.21	£29.51	-	-	£34.52

² Travel allowance of 4.5% & preparation allowance of 41.5% applied to basic hourly rate.

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Role Level	Surrey Grade Equivalent	Surrey Arts Tutor Grade	Basic Hourly Rate	Basic + Prep/Travel Allowances ³	Total incl. Holiday pay Less than 2 yrs service (15%)	2–5 yrs service (16%)	5+ yrs Service (17.5%)
Group/Ensemble Conductor/Lead Teacher	PS9	SA5 A	£21.53	£31.43	£36.00	-	-
Group/Ensemble Conductor/Lead Teacher	PS9	SA5 B	£21.53	£31.43	-	£36.31	-
Group/Ensemble Conductor/Lead Teacher	PS9	SA5 C	£21.53	£31.43	-	-	£36.76
Group/Ensemble Conductor/Lead Teacher	PS9	SA6 A	£23.73	£34.65	£39.69	-	-
Group/Ensemble Conductor/Lead Teacher	PS9	SA6 B	£23.73	£34.65	-	£40.02	-
Group/Ensemble Conductor/Lead Teacher	PS9	SA6 C	£23.73	£34.65	-	-	£40.53

³ Travel allowance of 4.5% & preparation allowance of 41.5% applied to basic hourly rate.