

## CURRENT AND PROPOSED GRADING STRUCTURE

Current Grading Structure		Spinal Column Point	Salary (1/4/06)	Proposed Grading Structure	Job evaluation points	
MW 1	Scale 1	4	£13,545			
MW 2		5	£13,782	Grade 1a	182-217	
MW 3		6	£13,902			
MW 4		7	£14,271	Grade 1b	218-257	
MW 5		8	£14,646			
MW 6		9	£15,012	Grade 1c	258-298	
	10	£15,279				
	Scale 2	11	£15,498	Grade 2	299-338	
		12	£15,795			
		13	£16,170			
	Scale 3	14	£16,440	Grade 3	339-379	
		15	£16,746			
		16	£17,109			
	Scale 4	17	£17,475	Grade 4	380-419	
		18	£17,787			
		19	£18,393			
	Scale 5	20	£18,999	Grade 5	420-461	
		21	£19,632			
		22	£20,097			
	Scale 6	23	£20,643	Grade 6	462-496	
		24	£21,258			
		25	£21,885			
	SO1	26	£22,539	Grade 7	497-533	
		27	£23,235			
		28	£23,937			
	PO1	SO2	29	£24,825	Grade 8	534-558
			30	£25,602		
	PO2	PO2	31	£26,358	Grade 9	559-585
			32	£27,084		
	PO3	PO2	33	£27,834	Grade 10	586-610
			34	£28,578		
	PO4	PO2	35	£29,139	Grade 11	611-637
			36	£29,865		
	PO5	PO2	37	£30,660	Grade 12	638-662
			38	£31,509		
	PO6	PO2	39	£32,481	Grade 14	663-689
			40	£33,303		
	PO7	PO2	41	£34,137	Grade 15	690-714
			42	£34,962		
	PO8	PO2	43	£35,799	Grade 16	715-764
			44	£36,636		
	PO8	PO2	45	£37,416	Grade 17	765-816
			46	£38,286		
			47	£39,126		
			48	£39,963		
			49	£40,782		
			50	£42,459		
			51	£43,302		
			52	£44,160		
			53	£45,048		
			54	£46,863		
			55	£47,757		
			56	£48,654		
			57	£49,557		

### Notes:

Spinal column points 4, 14, 18, 22, & 50 are not used in the new grading structure  
 The new grading structure does not use a Grade 13