

**1 GENERAL**

1. Payscale have been renumbered for the 2004 pay round. Instead of a payscale starting at Minimum followed by Point 1, Point 2 etc up to the scale Maximum, the pay scales will start at Minimum 1 followed by Point 2, Point 3 etc. up to the scale Maximum.
2. Under the 16-month offer some pay scales will have their minima removed (see Pay Bulletin 4/04, Annex A point (c)). On those scales where the scale minimum will be removed, then Point 1 on the 2003 scale will become the new "Minimum 1" on the 2004 scale; Point 2 on the 2003 scale will become Point 2 on the 2004 scale and so on (with a 2% increase in the value of each point to take account of the increase in rates of pay).
3. On those scales where the minimum will be removed, staff appointed on or after 1 October 2003 on the minimum of these pay scales will move automatically to Minimum 1 with effect from 1 April 2004.
4. On those pay scales where the minimum will not be removed, the 2003 Minimum will become Minimum 1 of the 2004 payscale; Point 1 on the 2003 scale will become Point 2 of the 2004 scale, Point 2 on the 2003 scale will become Point 3 on the 2004 scale and so on (with a 2% increase in the value of each point to take account of increase to rates of pay).

**Note 2004 Pay scale points have been renumbered please refer to worked examples when calculating your pay award**

2004 Pay scales

Managements 16 Month Offer dated 16 August 2004

<b>338 Admin Assistant, Dental Surgery Assistant, Admin Assistant (New Deal), 310 Typist.</b>		<b>356 Admin Officer, Assistant Supervisor (Office Machines) (obsol), Assistant Programmer, Mapper, Admin Officer (New Deal), 364 SSO IIA.</b>		<b>359 SSO IIB</b>		<b>360 Security Officer</b>		<b>343 Personal Secretary</b>		<b>279 Typing Manager</b>		<b>326 Senior Personal Secretary</b>		<b>206 Chief Typing Manager</b>	
Max	13,101	Max	15,691	Max	15,691	Max	15,691	Max	15,691	Max	20,336	Max	19,659	Max	28,007
8	12,808	8	15,341	8	15,341	9	15,341	8	15,341	9	19,882	9	19,220	9	26,962
7	12,523	7	14,998	7	14,998	8	14,998	7	14,998	8	19,439	8	18,792	8	26,069
6	12,244	6	14,500	6	14,500	7	14,665	6	14,665	7	19,005	7	18,373	7	25,202
5	11,971	5	14,017	5	14,017	6	14,337	5	14,177	6	18,581	6	17,963	6	24,363
4	11,703	4	13,552	4	13,552	5	14,017	4	13,704	5	18,167	5	17,563	5	23,552
3	11,443	3	12,953	3	13,101	4	13,704	3	13,250	4	17,761	4	17,171	4	22,508
2	11,187	2	12,244	2	12,523	3	13,401	2	12,808	3	17,366	3	16,789	3	21,515
Min 1	10,816	Min 1	11,572	Min 1	11,971	2	12,808	Min 1	12,244	2	16,979	2	16,415	2	20,107
						Min 1	12,244			Min 1	16,049	Min 1	15,514	Min 1	18,792

<b>284 EOII, Audit Assistant (H&amp;SS), Trainee Careers adviser, Law Clerk II, Senior Mapper, Supt Data Processors, Supt (Off Machines) (obsol), Programmer, Traffic Examiner EOII.</b>		<b>237 EOI, Asst Accommodation Manager/ess, Asst Auditor (H&amp;SS), Senior Audit Assistant, Careers adviser, Law Clerk I, Programmer Analyst, Supt Mapper, Audio Visual Technician.</b>		<b>193 Staff Officer, Accommodation Manager/ess, Auditor (H&amp;SS), Asst Auditor (Envir), Careers Service manager, Deputy Catering Adviser, Information Officer, Investigation Officer, Senior Law Clerk, Chief Mapper, Security Surveyor, Systems Analyst, Senior Work Study Officer, Inspector Group 4, Medicines Enforcement Officer.</b>		<b>119 Deputy Principal, Sen Auditor (H&amp;SS), Auditor (Envir), Catering Adviser, Deputy Economist, Chief Law Clerk, Supplies Officer, DP Statistician, DP Info Officer, Management Accountant, Senior Systems Analyst, Nurse Planning Adviser, Environ Health Officer, Mangmt Training Adviser, Dep Development Executive, Training Service Manager, Dep Chief Driving Examiner, 120 Drawing Office Manager, Assistant Inspector (New Deal), Associate Inspector.</b>		<b>083, 085 Unified Grade 7</b>		<b>026, 052 Unified Grade 6</b>	
Max	19,392	Max	23,938	Max	28,007	Max	35,692	Max	46,614	Max	57,269
12	19,001	12	22,881	12	26,565	12	34,975	12	45,338	12	55,782
11	18,618	11	22,393	11	25,983	11	34,272	11	44,065	11	54,299
10	18,244	10	21,915	10	25,410	10	33,582	10	42,793	10	52,815
9	17,877	9	21,447	9	24,849	9	32,907	9	41,520	9	51,332
8	17,515	8	20,983	8	24,298	8	32,246	8	40,248	8	49,847
7	17,163	7	20,533	7	23,757	7	31,598	7	38,939	7	48,364
6	16,817	6	20,089	6	23,225	6	30,963	6	37,703	6	46,880
5	16,479	5	19,654	5	22,703	5	29,727	5	36,430	5	45,397
4	15,983	4	18,841	4	21,968	4	27,967	4	34,908	4	42,701
3	15,191	3	17,877	3	21,252	3	26,311	3	33,386	3	40,006
2	14,292	2	16,817	2	19,991	2	24,754	2	31,863	2	37,312
Min 1	13,445	Min 1	15,822	Min 1	18,809	Min 1	23,289	Min 1	30,339	Min 1	34,617

**Note 2004 Pay scale points have been renumbered please refer to worked examples when calculating your pay award**

2004 Pay scales

Managements 16 Month Offer dated 16 August 2004

244 PTO (All Disciplines) Area Forest Engineer, Area Foreman, Clerk of Works II, Donaghadee Harbour Master/Foreman of Works, Fire Officer II, Housing Inspector II, Land Survey Technician III Vehicle/Driving Examiner, Warden, Works Technical Officer, Assistant Valuer.		186 HPTO (All Disciplines) Asst Area Transport Manager, Clerk of Works 1, Estates Superintendent, Senior Housing Inspector, Fire Officer 1.		133 SPTO (All Disciplines) Area Transport Manager, Chief Clerk of Works, Fire Surveyor, Deputy Chief Examiner (PSV), Senior Telecomms Engineer Senior Librarian.	
Max	23,938	Max	28,007	Max	35,438
12	23,246	12	27,196	12	34,412
11	22,573	11	26,408	11	33,413
10	21,918	10	25,641	10	32,129
9	21,280	9	24,899	9	30,894
8	20,665	8	24,175	8	29,416
7	20,065	7	23,473	7	28,007
6	19,105	6	22,353	6	26,669
5	18,192	5	21,280	5	25,391
4	17,323	4	20,065	4	24,175
3	16,489	3	18,920	3	23,019
2	15,672	2	17,839	2	21,704
Min 1	14,859	Min 1	16,821	Min 1	20,463

**Note 2004 Pay scale points have been renumbered please refer to worked examples when calculating your pay award**

**AA and AO equivalent grades**

333 Nurse Grade C		301 Custodian. 365 Security Guard, Support Grade 1 (Security Guard). 367 Support Grade Band 1.		302 Asst Custodian. 393 Support Grade Band 2, 398 Support Grade Band 2 Security Guard.		330 Cleaner.		339 AA London. 314 Typist London.		368 AO London.		355 Field Monument Warden.		349 Personal Secretary London.		
Max	14,437	Max	14,292	Max	12,648			Max	13,704	Max	15,868	Max	15,691	3,922	Max	16,601
8	14,147	8	14,004	7	12,395	*Max	11,469	8	13,401	8	15,514	7	15,341	3,835	9	16,229
7	13,862	7	13,722	6	12,144	Min	10,816	7	13,101	7	15,168	6	14,998	3,750	8	15,868
6	13,582	6	13,445	5	11,900			6	12,808	6	14,830	5	14,500	3,625	7	15,514
5	13,310	5	13,174	4	11,661	* Long service pay point		5	12,523	5	14,500	4	14,017	3,504	6	15,187
4	13,042	4	12,909	3	11,426	371 Support Grade 1 (Trainee).		4	12,244	4	14,177	3	13,708	3,426	5	14,821
3	12,780	3	12,648	2	11,197			3	11,971	3	13,552	2	13,401	3,350	4	14,337
2	12,521	2	12,270	Min 1	10,970			2	11,703	2	12,953	Min 1	13,101	3,275	3	13,860
Min 1	11,780	Min 1	11,780					Min 1	11,187	Min 1	12,383				2	13,101
						Max	11,706								Min 1	12,383
						Min	10,816									

**EO2 equivalent grades**

289 EO2 Accountant, Audit Assistant (H&SS) (Accountant).		313 Driver and Traffic Examiner, Enforcement Officer.		282 SSO 1.		296 EO2 London.		410 Inspector Group 1, Imports Inspector, Fisheries Officer II.		317 Nurse Grade E.		316 Nurse Grade D.		292 Support Manager 3. 303 Supervisor of Security Guards, Support Manager 3 (Supervisor of Security Guards).		261 Instructional Officer	
Max	22,359	Max	19,991	Max	19,392	Max	19,392	Max	19,392	Max	18,429	Max	15,983	Max	18,244	Max	23,289
12	21,910	12	19,589	12	19,001	11	19,001	12	19,001	7	18,059	7	15,661	10	17,877	11	22,818
11	21,468	11	19,195	11	18,618	10	18,618	11	18,618	6	17,694	6	15,346	9	17,515	10	22,359
10	21,034	10	18,809	10	18,244	9	18,244	10	18,244	5	17,338	5	15,037	8	17,163	9	21,910
9	20,612	9	18,429	9	17,877	8	17,877	9	17,877	4	16,990	4	14,734	7	16,817	8	21,468
8	20,196	8	18,059	8	17,515	7	17,515	8	17,515	3	16,646	3	14,437	6	16,479	7	21,034
7	19,789	7	17,694	7	17,163	6	17,163	7	17,163	2	16,312	2	14,147	5	16,147	6	20,612
6	19,392	6	17,338	6	16,817	5	16,817	6	16,817	Min 1	15,503	Min 1	13,582	4	15,822	5	20,196
5	19,001	5	16,990	5	16,479	4	16,312	5	15,983					3	15,503	4	19,789
4	18,618	4	16,479	4	16,147	3	15,822	4	15,191					2	15,191	3	19,392
3	18,244	3	15,503	3	15,503	2	14,885	3	14,292					Min 1	14,585	2	19,001
2	17,515	2	14,585	2	14,585	Min 1	14,004	2	13,445							Min 1	18,244
Min 1	16,479	Min 1	13,722	Min 1	13,722			Min 1	12,648								

**Note 2004 Pay scale points have been renumbered please refer to worked examples when calculating your pay award**

**EO1 equivalent grades**

240 EO1 Accountant, Senior Audit Assistant (Accounting).		374 Inspector Group 3, Fisheries Officer 1, Manager/Warden.		287 Telecomms Engineering Technician.		407 Assistant Manager/Warden, Senior Warden, Inspector Group 2, Senior Imports Inspector, Food Technology Technician, Poultry Meat Inspector.		241 Accommodation Manager (Enniskillen).		220 Higher Instructional Officer.		236 Nurse Grade F.		258 Senior Driving and Traffic Examiner.	
Max	26,046	Max	24,754	Max	24,010	Max	23,938	Max	23,938	Max	27,404	Max	23,938	Max	23,938
12	25,521	12	24,010	12	23,526	12	23,111	12	23,111	12	26,853	11	22,987	11	22,863
11	25,006	11	23,526	11	23,052	11	22,620	11	22,620	11	26,311	10	22,488	10	22,357
10	24,502	10	23,052	10	22,588	10	22,137	10	22,137	10	25,782	9	21,997	9	21,860
9	24,010	9	22,588	9	22,133	9	21,663	9	21,663	9	25,262	8	21,518	8	21,370
8	23,526	8	22,133	8	21,687	8	21,197	8	21,197	8	24,754	7	21,043	7	20,893
7	23,052	7	21,687	7	21,252	7	20,533	7	20,742	7	24,255	6	20,581	6	20,420
6	22,588	6	21,252	6	20,403	6	19,490	6	20,294	6	23,767	5	20,124	5	19,957
5	22,133	5	20,403	5	19,589	5	18,309	5	19,654	5	23,289	4	19,678	4	19,504
4	21,468	4	19,195	4	18,429	4	17,195	4	18,841	4	22,818	3	19,044	3	19,057
3	20,612	3	18,059	3	17,338	3	16,147	3	17,877	3	22,359	2	17,877	2	18,618
2	19,789	2	16,990	2	16,312	2	15,191	2	16,817	2	21,910	Min 1	17,163	Min 1	17,694
Min 1	18,618	Min 1	15,983	Min 1	15,346	Min 1	14,292	Min 1	15,822	Min 1	21,034				

246 Support Manager 2		222 Telecomms Technician Engineer II.		235 Senior Enforcement Officer.		216 Meat Inspector.		211 Senior Careers Adviser.	
Max	23,938	Max	25,782	Max	24,754	Max	24,754	Max	24,255
11	22,146	10	25,262	12	24,255	12	24,255	12	23,767
10	21,601	9	24,754	11	23,767	11	23,767	11	23,289
9	21,061	8	24,255	10	23,289	10	22,818	10	22,818
8	20,531	7	23,767	9	22,818	9	21,910	9	22,359
7	20,010	6	23,289	8	22,359	8	21,034	8	21,910
6	19,494	5	22,818	7	21,910	7	20,196	7	21,468
5	18,988	4	22,359	6	21,468	6	19,001	6	21,034
4	18,491	3	21,910	5	21,034	5	17,877	5	20,196
3	18,000	2	21,034	4	20,403	4	16,817	4	19,195
2	17,515	Min 1	19,789	3	19,589	3	15,822	3	18,059

**Note 2004 Pay scale points have been renumbered please refer to worked examples when calculating your pay award**

## 2004 Pay scales

## Managements 16 Month Offer dated 16 August 2004

Min 1	16,817			2	18,429	2	14,885	2	16,990
				Min 1	17,338	Min 1	14,004	Min 1	15,983

## SO equivalent grades

249 Auditor SO IT (MIIA and BATS).		257 Auditor SO IT (MIIA or BATS).		195 Staff Officer Accountant, Auditor (H&SS) (Accountant).		254 Auditor SO (MIIA and BATS).		336 Inspector Group 5.		197 Staff Officer London. 252 Auditor SO (MIIA or BATS).		185 Senior Instructional Officer.		207 Senior Meat Inspector.	
Max	32,575	Max	31,278	Max	30,032	Max	29,129	Max	28,253	Max	27,967	Max	29,727	Max	28,007
12	31,921	12	30,649	12	29,427	12	28,543	12	27,684	12	27,404	11	29,129	12	26,830
11	31,278	11	30,032	11	28,833	11	27,967	11	27,127	11	26,853	10	28,543	11	26,244
10	30,649	10	29,427	10	28,253	10	27,404	10	26,580	10	26,311	9	27,967	10	25,666
9	30,032	9	28,833	9	27,684	9	26,853	9	26,046	9	25,782	8	27,404	9	25,101
8	29,427	8	28,253	8	27,127	8	26,311	8	25,521	8	25,262	7	26,853	8	24,543
7	28,833	7	27,684	7	26,580	7	25,782	7	25,006	7	24,754	6	26,311	7	23,998
6	28,253	6	27,127	6	26,046	6	25,262	6	24,502	6	24,255	5	25,782	6	23,462
5	27,684	5	26,580	5	25,521	5	24,754	5	23,289	5	23,767	4	25,262	5	22,934
4	27,127	4	26,046	4	25,006	4	24,255	4	21,910	4	23,052	3	24,754	4	21,968
3	26,311	3	25,521	3	24,010	3	23,052	3	20,612	3	22,133	2	24,255	3	21,034
2	25,006	2	25,006	2	23,052	2	21,687	2	19,392	2	20,821	Min 1	23,289	2	19,789
Min 1	23,526	Min 1	24,010	Min 1	21,687	Min 1	20,403	Min 1	18,244	Min 1	19,589			Min 1	18,618

204 Supervising Examiner (ADI/Driving Tests).		219 Nurse Grade G.	
Max	28,007	Max	28,007
12	26,544	10	26,264
11	25,941	9	25,645
10	25,348	8	25,034
9	24,764	7	24,435
8	24,191	6	23,846
7	23,628	5	23,263
6	23,072	4	22,693
5	22,529	3	22,132
4	21,994	2	21,146

**Note 2004 Pay scale points have been renumbered please refer to worked examples when calculating your pay award**

## 2004 Pay scales

## Managements 16 Month Offer dated 16 August 2004

3	21,034	Min 1	20,196
2	20,196		
Min 1	19,001		

121 Registrar.		122 Accountant DP. Senior Auditor (H&SS) (Accountant)		123 DP London.		264 Auditor DP (MIIA or BATS) 270 Auditor DP IT (MIIA or BATS).		266 Auditor DP. (MIIA & BATS) 277 Auditor DP IT (MIIA and BATS).		124 Legal Assistant.		106 Senior Occupational Health Nurse.		144 Senior Examiner.	
Max	35,692	Max	35,692	Max	36,056	Max	35,692	Max	35,692	Max	35,692	Max	33,243	Max	32,907
12	34,622	12	34,975	12	35,332	12	34,975	12	34,975	12	34,975	8	32,575	12	32,246
11	33,243	11	34,272	11	34,622	11	34,272	11	34,272	11	34,272	7	31,921	11	31,598
10	31,921	10	33,582	10	33,925	10	33,582	10	33,582	10	33,582	6	31,278	10	30,963
9	30,649	9	32,907	9	33,243	9	32,907	9	32,907	9	32,246	5	30,649	9	30,339
8	29,129	8	32,246	8	32,575	8	32,246	8	32,246	8	30,963	4	30,032	8	29,727
7	27,404	7	31,598	7	31,921	7	31,598	7	31,598	7	29,727	3	29,427	7	29,129
6	25,782	6	30,963	6	31,278	6	30,963	6	30,963	6	27,967	2	28,833	6	28,543
5	24,255	5	29,727	5	30,649	5	30,339	5	30,339	5	26,311	Min 1	27,967	5	27,967
4	22,818	4	28,543	4	29,129	4	29,129	4	29,727	4	24,754			4	27,404
3	21,468	3	26,853	3	27,404	3	27,404	3	28,543	3	23,289			3	26,580
2	20,196	2	25,262	2	25,782	2	25,782	2	26,853	2	21,910			2	25,006
Min 1	18,244	Min 1	23,767	Min 1	24,255	Min 1	24,255	Min 1	25,262	Min 1	20,612			Min 1	23,526

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**Note 2004 Pay scale points have been renumbered please refer to worked examples when calculating your pay award**

**Grade 7 equivalent (departmental) grades**

070 Inspector I (Agriculture), Chief Fisheries Officer.		082 Principal Inspector (Health and Safety).		090 Inspector (SSI). 098 Accountant (Grade 7), Principal Auditor H&SS (Accountant). 097 Grade 7 Acc't (DHSS).		209 Senior Fire Officer.		086 Development Executive Principal Nurse 110 Nursing Officer. 113 Principal Pharmaceutical Officer.		067 Divisional Veterinary Officer, Senior Veterinary Research Officer II.		089 Grade 7 London Principal Statistician London.		099 Alkali and Radiochemical Inspector	
Max	46,614	Max	46,614	Max	46,614	Max	46,614	Max	46,614	Max	46,675	Max	48,709	Max	57,269
12	45,338	12	45,338	12	45,338	11	45,483	12	45,338	8	45,483	12	47,342	12	55,951
11	44,065	11	44,065	11	44,065	10	44,353	11	44,065	7	44,353	11	45,979	11	54,632
10	42,793	10	42,793	10	42,793	9	43,221	10	42,793	6	43,221	10	44,615	10	53,314
9	41,520	9	41,520	9	41,520	8	42,090	9	41,520	5	42,090	9	43,250	9	51,997
8	40,248	8	40,248	8	40,248	7	40,959	8	40,248	4	40,959	8	41,886	8	50,678
7	38,939	7	38,939	7	38,939	6	39,829	7	38,939	3	39,829	7	40,523	7	49,360
6	37,703	6	37,703	6	37,703	5	38,698	6	37,703	2	37,755	6	39,159	6	47,314
5	36,430	5	36,430	5	36,430	4	37,567	5	36,430	Min 1	35,464	5	37,795	5	45,264
4	34,908	4	35,095	4	34,926	3	36,430	4	34,908			4	36,430	4	43,214
3	33,386	3	33,757	3	33,420	2	35,094	3	33,386			3	34,647	3	41,164
2	31,863	2	32,419	2	31,917	Min 1	33,938	2	31,863			2	32,864	2	39,115
Min 1	30,339	Min 1	31,080	Min 1	30,412			Min 1	30339			Min 1	31,080	Min 1	37,065

055 Pollution Inspector	
Max	57,269
12	55,782
11	54,299
10	52,815
9	51,332
8	49,847
7	48,364
6	46,880
5	45,397
4	41,631
3	37,868
2	34,104
Min 1	30,339

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**Grade 6 equivalent (departmental) grades**

025 Deputy Chief Veterinary Research Officer.		034 Assistant Chief Inspector (SSI).		035 Deputy Registrar Land Registry		041 Dental Officer, Medical Officer..		068 Chief Alkali and Radiochemical Inspector.		053 Senior Legal Assistant.	
Max	57,269	Max	57,269	Max	57,269	Max	57,269	Max	66,731	Max	57,269
7	55,951	11	55,951	8	55,951	12	55,782	12	64,836	12	55,782
6	54,632	10	54,632	7	54,632	11	54,299	11	62,945	11	54,299
5	53,314	9	53,314	6	53,314	10	52,815	10	61,054	10	52,815
4	51,997	8	51,997	5	51,997	9	51,332	9	59,162	9	51,332
3	50,678	7	50,678	4	50,678	8	49,847	8	57,271	8	49,847
2	49,360	6	49,360	3	49,360	7	48,364	7	55,380	7	48,364
Min 1	47,128	5	47,069	2	47,069	6	46,880	6	53,488	6	46,880
		4	44,778	Min 1	45,158	5	45,397	5	51,597	5	45,397
		3	42,487			4	42,701	4	48,816	4	42,701
		2	40,196			3	40,006	3	46,036	3	40,006
		Min 1	37,898			2	37,312	2	43,255	2	37,312
						Min 1	34,617	Min 1	40,474	Min 1	34,617

**AT/SO**

AT/SO (A), Senior/Assistant Statistician, Senior/Assistant Economist.	
Max	29,030
11	28,472
10	27,925
9	27,385
8	26,857
7	26,081
6	25,114
5	24,203
4	22,867
3	20,388
2	18,177
Min 1	16,207

**Note 2004 Pay scale points have been renumbered please refer to worked examples when calculating your pay award**

2004 Pay scales

Managements 16 Month Offer dated 16 August 2004

**P&T equivalent grades**

145 Curatorial Grade D 131 Valuer I. 73 Senior Psychologist. 155 Senior Scientific Officer. 163 Senior mapping & Charting Officer.		143 Inspector (Health & Safety). 117 Deputy Chief Fisheries Officer, Inspector II (Agriculture), Senior Agricultural Economist.		132 Deputy Chief Trading Standards Officer. 118 Pharmaceutical Officer.		146 Curatorial Grade D+4 (DOE).		79 Higher Psychologist. 181 Librarian. 188 Valuer II. 212 Higher Scientific Officer. 213 Higher Mapping and Charting Officer. 251 Curatorial Grade E Research Assistant (Historic Monuments). 304 Higher Photographic Officer.		157 Agricultural Economist, Inspector III (Agric), Senior Fisheries Officer.		187 Telecomms Technician Engineer I. 215 Fire Officer.		208 Ships Captain.	
Max	35,438	Max	38,332	Max	36,857	Max	38,332	Max	28,007	Max	32,764	Max	31,506	Max	29,129
12	34,412	12	37,219	12	35,788	12	37,219	12	27,196	12	31,506	12	30,293	12	28,285
11	33,413	11	36,140	11	34,750	11	36,140	11	26,408	11	30,293	11	29,129	11	27,465
10	32,129	10	34,412	10	33,743	10	34,412	10	25,641	10	28,563	10	28,007	10	26,669
9	30,894	9	32,764	9	32,764	9	32,764	9	24,899	9	26,932	9	26,932	9	25,894
8	29,416	8	30,894	8	30,894	8	31,506	8	24,175	8	25,391	8	25,391	8	24,899
7	28,007	7	29,129	7	29,129	7	29,998	7	23,473	7	23,938	7	23,938	7	23,938
6	26,669	6	27,465	6	27,465	6	28,285	6	22,573	6	22,573	6	22,573	6	22,573
5	25,391	5	25,894	5	25,894	5	26,669	5	21,280	5	21,280	5	21,280	5	21,280
4	24,175	4	24,414	4	24,414	4	25,143	4	20,065	4	20,065	4	20,065	4	20,065
3	23,019	3	23,019	3	23,019	3	23,706	3	18,920	3	18,920	3	18,920	3	18,920
2	21,704	2	21,704	2	21,704	2	22,353	2	17,839	2	17,839	2	17,839	2	17,839
Min 1	20,463	Min 1	20,463	Min 1	20,463	Min 1	21,073	Min 1	16,821	Min 1	16,821	Min 1	16,821	Min 1	16,821

182 Area Inspector (TSB).		223 Deputy Catering Advisor. 238 Inspector II (Health & Safety). 245 Mapping and Charting Officer. 259 Senior Valuation Asst. 273 Ships 2 <sup>nd</sup> Engineer/Mate. 274 Scientific Officer. 278 Stores Officer C. 294 Catering Manager III. 305 Inspector IV (Agric), Ass Agricultural Economist. 306 Photographic Officer.		205 Senior Inspector (TSB) (OBSOL).		226 Inspector (TSB).		263 Ships First Engineer.		269 Assistant Librarian. 342 Conservation Grade F. 276 Curatorial Officer F.		308 Stores Officer Grade D. 311 Asst Supervisor (Water) (Personal). 323 Technical Grade 1, Assistant Draughtsman Illustrator, Assistant Warden, Vehicle Inspector. 389 Trainee Inspector TSS.		271 Valuation Assistant. 353 Post Mortem Attendant 362 Assistant Scientific Officer.	
Max	30,293	Max	23,938	Max	28,007	Max	26,932	Max	24,899	Max	23,938	Max	21,280	Max	21,280
12	29,416	12	23,246	12	26,932	12	26,149	12	24,175	12	23,246	10	20,665	12	20,665
11	28,563	11	22,573	11	25,894	11	25,391	11	23,473	11	22,573	9	20,065	11	20,065
10	27,465	10	21,918	10	24,899	10	24,414	10	22,795	10	21,918	8	19,484	10	19,484
9	26,408	9	21,280	9	23,938	9	23,019	9	22,135	9	21,280	7	18,920	9	18,920
8	25,391	8	20,665	8	23,019	8	22,135	8	21,490	8	20,665	6	18,371	8	18,371
7	23,938	7	20,065	7	21,704	7	21,280	7	20,867	7	20,065	5	17,492	7	17,839
6	22,573	6	19,105	6	20,463	6	20,463	6	20,264	6	19,293	4	16,655	6	17,323
5	21,280	5	18,192	5	19,293	5	19,293	5	19,293	5	18,192	3	15,834	5	16,821
4	20,065	4	17,323	4	18,192	4	18,192	4	18,192	4	17,154	2	15,020	4	15,834
3	18,920	3	16,489	3	16,821	3	16,821	3	16,821	3	16,166	Min 1	14,202	3	14,859
2	17,839	2	15,672	2	15,834	2	15,834	2	15,834	2	15,183			2	13,873

**Note 2004 Pay scale points have been renumbered please refer to worked examples when calculating your pay award**

2004 Pay scales

Managements 16 Month Offer dated 16 August 2004

Min 1	16,821	Min 1	14,859	Min 1	14,859	Min 1	14,859	Min 1	14,859	Min 1	14,202			Min 1	12,897
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**P&T equivalent grades (continued)**

324 Mapping and Charting Technical Grade 1.		403 Conservation Grade G.		283 Mapping and Charting Technical Grade II. 377 Technical Grade II.		328 Brucella Tester.						291 Graduate Trainee.		380 'O' Level Trainee.	
Max	21,280	Max	21,280	Max	16,821	Max	18,920					Max	17,665	Max	14,026
10	20,665	11	20,665	8	16,327	10	18,371					2	17,154	3	12,401
9	20,065	10	20,065	7	15,834	9	17,839					Min 1	16,655	2	11,421
8	19,484	9	19,484	6	15,346	8	17,323							Min 1	10,816
7	18,920	8	18,920	5	14,859	7	16,821								
6	18,371	7	18,371	4	14,364	6	16,327								
5	17,839	6	17,665	3	13,873	5	15,834								
4	17,323	5	16,821	2	13,057	4	15,346								
3	16,489	4	15,834	Min 1	12,241	3	14,526								
2	15,672	3	14,859			2	13,712								
Min 1	14,859	2	13,552			Min 1	12,897								
		Min 1	12,564												

202 Forest Officer III		190 Forest Officer II		137 Forest Officer I	
Max	28,081	Max	31,373	Max	38,011
12	27,276	12	30,471	12	36,914
11	26,493	11	29,595	11	35,845
10	25,733	10	28,744	10	34,471
9	24,992	9	27,919	9	33,149
8	24,277	8	27,115	8	31,568
7	23,580	7	26,335	7	30,060
6	22,463	6	25,091	6	28,661
5	21,403	5	23,899	5	27,262
4	20,393	4	22,549	4	25,960
3	19,425	3	21,276	3	24,724
2	18,475	2	20,075	2	23,315
Min 1	17,531	Min 1	18,943	Min 1	21,988

**Note 2004 Pay scale points have been renumbered please refer to worked examples when calculating your pay award**