

27 November 2003

CSC 14/03

TO: ALL DEPARTMENTS AND AGENCIES (EXCLUDING NIO PAY GROUP)

**PAY OF ALL NON-INDUSTRIAL STAFF BELOW THE SENIOR CIVIL SERVICE
1 APRIL 2003**

Introduction

1. This circular reflects the detail of the 2003 pay award. It applies to all non-industrial staff below the Senior Civil Service except those staff in the Northern Ireland Office pay group. Whilst the award does not apply directly to staff in the Social Security Agency and Child Support Agency, those Agencies have decided to mirror the NICS award.
2. The terms of this circular have not been agreed with the Trade Union Side of the Central Whitley Council (NI).

Terms of the Award

3. The overall package, which will take effect from 1 April 2003, is worth 3.67% of the payroll. Details of this year's award are as follows:
 - (a) A one point increase for all eligible satisfactory performers or better (i.e. Box 1, 2 or 3) who are below the maximum of their pay scale;
 - (b) A non-consolidated payment of 2% for those who have already reached the maximum of their pay scale and would otherwise have been eligible for a one point increase;
 - (c) All eligible Box 1 performers will receive an additional non-consolidated bonus of £250 and all eligible Box 2 performers will receive an additional non-consolidated bonus of £140;
 - (d) Under the provisions of our equal pay agreement the salary maxima for Executive Officer 1, Staff Officer and other relevant analogous grades (which



CENTRAL PERSONNEL GROUP

NORTHERN IRELAND CIVIL SERVICE

are outside the old PTO, Scientific, related and certain other grades agreement) will be increased further. As a result of these increases the pay points on the Executive Officer I, Staff Officer and other relevant analogous scales will be restructured. Staff in these grades will be moved from their existing salary at 31 March 2003 to the equivalent pay point on the new restructured pay scale. On assimilation to the restructured pay scale all eligible fully satisfactory performers (Box 3 or better) will move 1 point up the scale; and

(e) All cleaners will receive a non-consolidated payment of 2%.

Revised pay scales for 2003 are shown at Annex 1. To enable staff to calculate their own award some worked examples are shown at Annex 2.

Staff working in London

4. The rate of Local Pay Additions (LPAs) currently in payment remains unchanged. If an officer transfers out of the London area at the behest of management, the officer may retain the London rate of pay on a mark time basis. If, however, the transfer is of a voluntary nature the officer will lose the London rate and will assimilate to the corresponding point on the general NICS pay scale.

Secretarial, Accountancy and ADP allowances

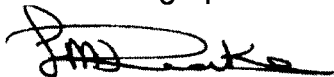
5. The rates of accountancy, ADP allowances and proficiency payments and skills supplements remain unchanged and are set out in Annexes 3, 4 and 5.

Controlled Fringe Bodies

6. Any fringe body which has introduced the new NICS pay arrangements and whose sponsor Department controls rates of pay may apply the terms of this circular, subject to the normal requirements of any procedural agreement, to staff whose pay customarily follows Civil Service pay.

Enquiries

7. Any enquiries about the content or application of the terms of this circular should be addressed to Departmental Establishment/Personnel Branches (NICS Code Paragraph 1029 refers).



GERRY McPEAKE
Pay and Grading Unit

HOW TO CALCULATE YOUR ANNUAL PAY INCREASE

The following examples are designed to enable you to work out what the 2003 pay award means to you. Follow the steps to calculate your pay award:

Step 1 – Establish your current annual salary. (If your pay scale is being restructured move to the equivalent fixed pay point on your new pay scale).

Step 2 – If your performance has been assessed as Box 3, 2, or 1 move up to the next fixed point.

Step 3 – Subject to eligibility if your performance has been assessed as Box 2 add a non-consolidated bonus of £140. If your performance has been assessed as Box 1 add a non-consolidated bonus of £250.

Example 1 Administrative Assistant

2002 AA Payscale	
Point	£
Max	12,844
8	12,557
7	12,277
6	12,004
5	11,736
4	11,474
3	11,219
2	10,968
1	10,604
Min	10,251

2003 AA Payscale	
Point	£
Max	12,844
8	12,557
7	12,277
6	12,004
5	11,736
4	11,474
3	11,219
2	10,968
1	10,604
Min	10,251

An AA on Point 4 of the AA scale at 31 March 2003 with a satisfactory or better box mark - **£11,474** moves on progression to Point 5 on the 2003 AA scale - **£11,736**.

Difference between salary at 31 March and new salary is **£11,736 - £11,474 = £262 i.e. 2.28%**

Example 2 Administrative Officer

2002 AO Payscale	
Point	£
Max	15,383
8	15,040
7	14,704
6	14,216
5	13,742
4	13,286
3	12,699
2	12,004
1	11,345
Min	10,723

2003 AO Payscale	
Point	£
Max	15,383
8	15,040
7	14,704
6	14,216
5	13,742
4	13,286
3	12,699
2	12,004
1	11,345
Min	10,723

An AO on Point 2 of the AO scale at 31 March 2003 with a satisfactory or better box mark - **£12,004** moves on progression to Point 3 on the 2003 AO scale - **£12,699**.

Difference between salary at 31 March and new salary is **£12,699 - £12,004 = £695 i.e. 5.79%**

Example 3 Professional and Technical Officer

2002 PTO Payscale	
Point	£
Max	23,469
11	22,790
10	22,130
9	21,488
8	20,863
7	20,260
6	19,672
5	18,730
4	17,835
3	16,983
2	16,166
1	15,365
Min	14,568

2003 PTO Payscale	
Point	£
Max	23,469
11	22,790
10	22,130
9	21,488
8	20,863
7	20,260
6	19,672
5	18,730
4	17,835
3	16,983
2	16,166
1	15,365
Min	14,568

A PTO on Point 5 of the PTO scale at 31 March 2003 with a satisfactory or better box mark - **£18,730** moves on progression to Point 6 on the 2003 PTO scale - **£19,672**.
 Difference between salary at 31 March and new salary is **£19,672 - £18,730 = £942 i.e. 5.03%**

Example 4 EOI

2002 EOI Payscale	
Point	£
Max	22,832
11	22,145
10	21,699
9	21,262
8	20,835
7	20,413
6	20,003
5	19,599
4	19,205
3	18,440
2	17,526
1	16,487
Min	15,512

2003 EOI Payscale	
Point	£
Max	23,151
11	22,432
10	21,954
9	21,485
8	21,026
7	20,572
6	20,130
5	19,695
4	19,269
3	18,472
2	17,526
1	16,487
Min	15,512

An EOI on Point 8 of the EOI scale at 31 March 2003 with a satisfactory or better box mark - **£20,835** moves on progression to Point 9 on the 2003 restructured EOI scale - **£21,485**.
 Difference between salary at 31 March and new salary is **£21,485 - £20,835 = £650 i.e. 3.12%**

ACCOUNTANCY ALLOWANCES FOR EOII, EOI AND STAFF OFFICER

Allowances for partly qualified accountants - 1.4.95

£616

Accountancy Body	Allowance Payable		Fully Qualified Rates*
	£616	Additional £616	
Chartered Institute of Management Accountants	Stage 2	Stage 3	Stage 4
Institute of Chartered Accountants:			
England, Wales or Scotland	Foundation ** Education	Intermediate Examination	Final Examination
Ireland	Professional Examination I	Professional Examination II	Professional Examination III
Chartered Association of Certified Accountants	Certificate Stage	Professional Stage (Module E)	Professional Stage (Module F)
Chartered Institute of Public Finance and Accountancy	Professional Examination I	Professional Examination II	Professional Examination III

* With effect from 1.10.89 the final stage accountancy allowance for EOII, EOIs and SOs was subsumed into separate scales. This was authorised by CSC 26/91 dated 7 June 1991. Staff who enter an accountancy grade pay band, will have their pay determined by moving from their existing generalist grade pay point to the equivalent pay point on the relevant accountancy scale.

** In order to be eligible to sit the Intermediate Examination students must satisfy the Institute that they meet the Foundation Education requirements; they must be registered with the Institute; and they must meet the minimum educational standard and other eligibility requirements for entering a training contract.

Providing these conditions are met, this stage of the allowance is payable from the latest date on which a candidate can register for the Intermediate Examinations; i.e. three months before the first day of the month in which the examination takes place.

AUTOMATIC DATA PROCESSING ALLOWANCES

Officers who have been certified by reporting and countersigning officers to have attained an appropriate standard of competence and who have the necessary qualifying service or experience will be paid allowances at the following rates:-

Grade		1 April 1994
		£
Assistant Programmer	on being graded as Assistant Programmer	1,753 pa
Programmer	after one year on qualifying duties	1,497 pa
	(after 2 years on qualifying duties)	1,465 pa
	(Obsol Rate)	
	after 3 years on qualifying duties	2,994 pa*
Programmer/ Analyst	after one year on qualifying duties	1,497 pa
	after 2 years on qualifying duties	2,994 pa
Systems Analyst	after one year on qualifying duties	1,497 pa
	after 2 years on qualifying duties	2,994 pa
Administrative Assistant		1,753 pa
Administrative Officer		1,753 pa
EOII	after one year on qualifying duties	1,497 pa
	after 3 years on qualifying duties	2,994 pa*
EOI	after one year on qualifying duties	1,497 pa
	after 2 years on qualifying duties	2,994 pa
SO	after one year on qualifying duties	1,497 pa
	after 2 years on qualifying duties	2,994 pa

* payment of the increased rate of allowance to Programmers or EOII's after 3 years on qualifying duties may be recommended by the Head of Branch/ Division if he/she is satisfied that the officer's performance is above the normal requirements for the grade.

PROFICIENCY ALLOWANCES

Typists and Personal Secretaries	1.4.94
	£
Proficiency Class C	404
Proficiency Class B	602
Proficiency Class A	902

In each case the higher level of proficiency payment subsumes a lower level payment for the same skill. In addition to a typing proficiency an officer can only hold one other proficiency.

SKILL SUPPLEMENTS:

Lower Rate Skill Supplement	540
Higher Rate Skill Supplement	1,083
Phototypesetting and Composing Supplement	1,701

338 Admin Assistant, Dental Surgery Assistant, Admin Assistant (New Deal), 310 Typist.		356 Admin Officer, Assistant Supervisor (Office Machines) (obso), Assistant Programmer, Mapper, Admin Officer (New Deal), 364 SSO IIA.		359 SSO IIB		360 Security Officer		343 Personal Secretary		279 Typing Manager		326 Senior Personal Secretary		206 Chief Typing Manager	
Max	12,844	Max	15,383	Max	15,383	Max	15,383	Max	15,383	Max	19,937	Max	19,274	Max	27,336
8	12,557	8	15,040	8	15,040	8	15,040	8	15,040	8	19,492	8	18,843	8	26,433
7	12,277	7	14,704	7	14,704	7	14,704	7	14,704	7	19,058	7	18,424	7	25,558
6	12,004	6	14,216	6	14,216	6	14,377	6	14,377	6	18,632	6	18,013	6	24,708
5	11,736	5	13,742	5	13,742	5	14,056	5	13,899	5	18,217	5	17,611	5	23,885
4	11,474	4	13,286	4	13,286	4	13,742	4	13,435	4	17,811	4	17,219	4	23,090
3	11,219	3	12,699	3	12,844	3	13,435	3	12,990	3	17,413	3	16,834	3	22,067
2	10,968	2	12,004	2	12,277	2	13,138	2	12,557	2	17,025	2	16,460	2	21,093
1	10,604	1	11,345	1	11,736	1	12,557	1	12,004	1	16,646	1	16,093	1	19,713
Min	10,251	Min	10,723	Min	11,094	Min	12,004	Min	11,345	Min	15,734	Min	15,210	Min	18,424

284 EOII, Audit Assistant (H&SS), Trainee Careers Officer, Law Clerk II, Senior Mapper, Supt Data Processors, Supt (Off Machines) (obso), Programmer, Traffic Examiner EOII.		237 EOII, Asst Accommodation Manager/ess, Asst Auditor (H&SS), Senior Audit Assistant, Careers Officer, Law Clerk I, Programmer Analyst, Supt Mapper, Audio Visual Technician.		193 Staff Officer, Accommodation Manager/ess, Auditor (H&SS), Asst Auditor (Envir), Careers Adviser, Deputy Catering Adviser, Investigation Officer, Senior Law Clerk, Chief Mapper, Security Surveyor, Systems Analyst, Senior Work Study Officer, Inspector Group 4, Medical Enforcement Officer.		119 Deputy Principal, Sen Auditor (H&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.		083, 085 Unified Grade 7		026, 052 Unified Grade 6	
Max	19,012	Max	23,151	Max	26,892	Max	34,992	Max	45,700	Max	56,146
11	18,628	11	22,432	11	26,044	11	34,289	11	44,449	11	54,688
10	18,253	10	21,954	10	25,474	10	33,600	10	43,201	10	53,234
9	17,886	9	21,485	9	24,912	9	32,924	9	41,954	9	51,779
8	17,526	8	21,026	8	24,362	8	32,262	8	40,706	8	50,325
7	17,172	7	20,572	7	23,822	7	31,614	7	39,459	7	48,870
6	16,826	6	20,130	6	23,291	6	30,978	6	38,175	6	47,416
5	16,487	5	19,695	5	22,770	5	30,356	5	36,964	5	45,961
4	16,156	4	19,269	4	22,258	4	29,144	4	35,716	4	44,507
3	15,670	3	18,472	3	21,537	3	27,419	3	34,224	3	41,864
2	14,893	2	17,526	2	20,835	2	25,795	2	32,731	2	39,222
1	14,012	1	16,487	1	19,599	1	24,269	1	31,238	1	36,580
Min	13,181	Min	15,512	Min	18,440	Min	22,832	Min	29,744	Min	33,938

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.	
Max	23,469	Max	27,458	Max	34,743
11	22,790	11	26,663	11	33,737
10	22,130	10	25,890	10	32,758
9	21,488	9	25,138	9	31,499
8	20,863	8	24,411	8	30,288
7	20,260	7	23,701	7	28,839
6	19,672	6	23,013	6	27,458
5	18,730	5	21,915	5	26,146
4	17,835	4	20,863	4	24,893
3	16,983	3	19,672	3	23,701
2	16,166	2	18,549	2	22,568
1	15,365	1	17,489	1	21,278
Min	14,568	Min	16,491	Min	20,062

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 Technician, Poultry Meat Inspector.		241 Accommodation Manager (Enniskillen).		220 Higher Instructional Officer.		236 Nurse Grade F.		258 Senior Driving and Traffic Examiner.	
Max	25,535	Max	24,269	Max	23,539	Max	23,151	Max	23,151	Max	26,867	Max	23,035	Max	22,920
11	25,021	11	23,539	11	23,065	11	22,658	11	22,658	11	26,326	10	22,536	10	22,415
10	24,516	10	23,065	10	22,600	10	22,176	10	22,176	10	25,795	9	22,047	9	21,919
9	24,022	9	22,600	9	22,145	9	21,703	9	21,703	9	25,276	8	21,566	8	21,431
8	23,539	8	22,145	8	21,689	8	21,238	8	21,238	8	24,767	7	21,096	7	20,951
7	23,065	7	21,699	7	21,262	7	20,781	7	20,781	7	24,269	6	20,630	6	20,483
6	22,600	6	21,262	6	20,835	6	20,130	6	20,335	6	23,779	5	20,177	5	20,020
5	22,145	5	20,835	5	20,003	5	19,108	5	19,896	5	23,301	4	19,729	4	19,566
4	21,699	4	20,003	4	19,205	4	17,950	4	19,269	4	22,832	3	19,292	3	19,122
3	21,047	3	18,819	3	18,068	3	16,858	3	18,472	3	22,371	2	18,671	2	18,683
2	20,208	2	17,705	2	16,998	2	15,830	2	17,526	2	21,921	1	17,526	1	18,253
1	19,401	1	16,657	1	15,992	1	14,893	1	16,487	1	21,480	Min	16,826	Min	17,947
Min	18,253	Min	15,670	Min	15,045	Min	14,012	Min	15,512	Min	20,622				

246 Support Manager 2		222 Telecomms Technician Engineer I.		235 Senior Enforcement Officer.		216 Meat Inspector.		211 Senior Careers Officer.	
Max	22,258	Max	25,276	Max	24,269	Max	24,269	Max	23,779
10	21,712	9	24,767	11	23,779	11	23,779	11	23,301
9	21,177	8	24,269	10	23,301	10	23,301	10	22,832
8	20,648	7	23,779	9	22,832	9	22,371	9	22,371
7	20,128	6	23,301	8	22,371	8	21,480	8	21,921
6	19,618	5	22,832	7	21,921	7	20,622	7	21,480
5	19,112	4	22,371	6	21,480	6	19,800	6	21,047
4	18,616	3	21,921	5	21,047	5	18,628	5	20,622
3	18,128	2	21,480	4	20,622	4	17,526	4	19,800
2	17,647	1	20,622	3	20,003	3	16,487	3	18,819
1	17,172	Min	19,401	2	19,205	2	15,512	2	17,705
Min	16,487			1	18,068	1	14,593	1	16,657
				Min	16,998	Min	13,729	Min	15,670

SO equivalent grades

249 Auditor SO IT (MIA and BATS).		257 Auditor SO IT (MIA or BATS).		195 Staff Officer Accountant, Auditor (H&S) (Accountant).		254 Auditor SO (MIA and BATS).		336 Inspector Group 5.		137 Staff Officer London. 252 Auditor SO (MIA or BATS).		185 Senior Instructional Officer.		207 Senior Meat Inspector.	
Max	31,936	Max	30,665	Max	29,443	Max	28,558	Max	27,699	Max	27,419	Max	29,144	Max	26,892
11	31,295	11	30,048	11	28,850	11	27,983	11	27,141	11	26,867	10	28,558	11	26,304
10	30,665	10	29,443	10	28,268	10	27,419	10	26,595	10	26,326	9	27,983	10	25,729
9	30,048	9	28,850	9	27,699	9	26,867	9	26,059	9	25,795	8	27,419	9	25,163
8	29,443	8	28,268	8	27,141	8	26,326	8	25,535	8	25,276	7	26,867	8	24,609
7	28,850	7	27,699	7	26,595	7	25,795	7	25,021	7	24,767	6	26,326	7	24,062
6	28,268	6	27,141	6	26,059	6	25,276	6	24,516	6	24,269	5	25,795	6	23,527
5	27,699	5	26,595	5	25,535	5	24,767	5	24,022	5	23,779	4	25,276	5	23,002
4	27,141	4	26,059	4	25,021	4	24,269	4	22,832	4	23,301	3	24,767	4	22,484
3	26,595	3	25,535	3	24,516	3	23,779	3	21,480	3	22,600	2	24,269	3	21,537
2	25,795	2	25,021	2	23,539	2	22,600	2	20,208	2	21,699	1	23,779	2	20,622
1	24,516	1	24,516	1	22,600	1	21,262	1	19,012	1	20,413	Min	22,832	1	19,401
Min	23,065	Min	23,539	Min	21,262	Min	20,003	Min	17,886	Min	19,205	Min		Min	18,253

204 Supervising Examiner (AD/Driving Tests).		219 Nurse Grade G.	
Max	26,627	Max	26,367
11	26,024	9	25,749
10	25,432	8	25,142
9	24,851	7	24,543
8	24,278	6	23,956
7	23,717	5	23,378
6	23,165	4	22,807
5	22,620	3	22,248
4	22,087	2	21,698
3	21,563	1	20,731
2	20,622	Min	19,800
1	19,800		
Min	18,628		

DP equivalent grades

121 Registrar.		122 Accountant DP. Senior Auditor (H&SS) (Accountant)		123 DP London.		264 Auditor DP (MIA or BATS) 270 Auditor DP IT (MIA or BATS).		266 Auditor DP. (MIA & BATS) 277 Auditor DP IT (MIA and BATS).		124 Legal Assistant.		106 Senior Occupational Health Nurse.		144 Senior Examiner.	
Max	34,992	Max	34,992	Max	35,349	Max	34,992	Max	34,992	Max	34,992	Max	32,591	Max	32,262
11	33,943	11	34,289	11	34,639	11	34,289	11	34,289	11	34,289	7	31,936	11	31,614
10	32,591	10	33,600	10	33,943	10	33,600	10	33,600	10	33,600	6	31,295	10	30,978
9	31,295	9	32,924	9	33,260	9	32,924	9	32,924	9	32,924	5	30,665	9	30,356
8	30,048	8	32,262	8	32,591	8	32,262	8	32,262	8	31,614	4	30,048	8	29,744
7	28,558	7	31,614	7	31,936	7	31,614	7	31,614	7	30,356	3	29,443	7	29,144
6	26,867	6	30,978	6	31,295	6	30,978	6	30,978	6	29,144	2	28,850	6	28,558
5	25,276	5	30,356	5	30,665	5	30,356	5	30,356	5	27,419	1	28,268	5	27,983
4	23,779	4	29,144	4	30,048	4	29,744	4	29,744	4	25,795	Min	27,419	4	27,419
3	22,371	3	27,983	3	28,558	3	28,558	3	29,144	3	24,269			3	26,867
2	21,047	2	26,326	2	26,867	2	26,867	2	27,983	2	22,832			2	26,059
1	19,800	1	24,767	1	25,276	1	25,276	1	26,326	1	21,480			1	24,516
Min	17,886	Min	23,301	Min	23,779	Min	23,779	Min	24,767	Min	20,208			Min	23,065

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.	
Max	45,700	Max	45,700	Max	45,700	Max	45,700	Max	45,700	Max	45,760	Max	47,754
11	44,449	11	44,449	11	44,449	10	44,591	11	44,449	7	44,591	11	46,414
10	43,201	10	43,201	10	43,201	9	43,483	10	43,201	6	43,483	10	45,077
9	41,954	9	41,954	9	41,954	8	42,374	8	41,954	5	42,374	9	43,740
8	40,706	8	40,706	8	40,706	7	41,265	7	40,706	4	41,265	8	42,402
7	39,459	7	39,459	7	39,459	6	40,156	6	39,459	3	40,156	7	41,065
6	38,175	6	38,175	6	38,175	5	39,048	5	38,175	2	39,048	6	39,728
5	36,964	5	36,964	5	36,964	4	37,939	4	36,964	1	37,015	5	38,391
4	35,716	4	35,716	4	35,716	3	36,830	3	35,716	Min	34,769	4	37,054
3	34,224	3	34,407	3	34,241	2	35,716	2	34,224			3	35,716
2	32,731	2	33,095	2	32,765	1	34,406	2	32,731			2	33,968
1	31,238	1	31,783	1	31,291	Min	33,273	1	31,238			1	32,220
Min	29,744	Min	30,471	Min	29,816			Min	29,744			Min	30,471

Grade 6 equivalent (departmental) grades

025 Deputy Chief Veterinary Research Officer.		034 Assistant Chief Inspector (SSI).		035 Deputy Registrar Land Registry.		099 Alkali and Radiochemical Inspector.		041 Dental Officer, Medical Officer.		068 Chief Alkali and Radiochemical Inspector.		053 Senior Legal Assistant.		055 Pollution Inspector.	
Max	56,146	Max	56,146	Max	56,146	Max	56,146	Max	56,146	Max	65,423	Max	56,146	Max	56,146
6	54,854	10	54,854	7	54,854	11	54,854	11	54,688	11	63,565	11	54,688	11	54,688
5	53,561	9	53,561	6	53,561	10	53,561	10	53,234	10	61,711	10	53,234	10	53,234
4	52,269	8	52,269	5	52,269	9	52,269	9	51,779	9	59,857	9	51,779	9	51,779
3	50,977	7	50,977	4	50,977	8	50,977	8	50,325	8	58,002	8	50,325	8	50,325
2	49,684	6	49,684	3	49,684	7	49,684	7	48,870	7	56,148	7	48,870	7	48,870
1	48,392	5	48,392	2	48,392	6	48,392	6	47,416	6	54,294	6	47,416	6	47,416
Min	46,204	4	46,146	1	46,146	5	46,386	5	45,961	5	52,439	5	45,961	5	45,961
		3	43,900	Min	44,273	4	44,376	4	44,507	4	50,585	4	44,507	4	44,507
		2	41,654			3	42,367	3	41,864	3	47,859	3	41,864	3	40,815
		1	39,408			2	40,357	2	39,222	2	45,133	2	39,222	2	37,125
		Min	37,155			1	38,348	1	36,580	1	42,407	1	36,580	1	33,435
						Min	36,338	Min	33,938	Min	39,680	Min	33,938	Min	29,744

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	34,743	Max	37,580	Max	36,134	Max	37,580	Max	27,458	Max	32,122	Max	30,888	Max	28,558
11	33,737	11	36,489	11	35,086	11	36,489	11	26,663	11	30,888	11	29,699	11	27,730
10	32,758	10	35,431	10	34,069	10	35,431	10	25,890	10	29,699	10	28,558	10	26,926
9	31,499	9	33,737	9	33,081	9	33,737	9	25,138	9	28,003	9	27,458	9	26,146
8	30,288	8	32,122	8	32,122	8	32,122	8	24,411	8	26,404	8	26,404	8	25,386
7	28,839	7	30,288	7	30,288	7	30,888	7	23,701	7	24,893	7	24,893	7	24,411
6	27,458	6	28,558	6	28,558	6	29,410	6	23,013	6	23,469	6	23,469	6	23,469
5	26,146	5	26,926	5	26,926	5	27,730	5	22,130	5	22,130	5	22,130	5	22,130
4	24,893	4	25,386	4	25,386	4	26,146	4	20,863	4	20,863	4	20,863	4	20,863
3	23,701	3	23,935	3	23,935	3	24,650	3	19,672	3	19,672	3	19,672	3	19,672
2	22,568	2	22,568	2	22,568	2	23,241	2	18,549	2	18,549	2	18,549	2	18,549
1	21,278	1	21,278	1	21,278	1	21,915	1	17,489	1	17,489	1	17,489	1	17,489
Min	20,062	Min	20,062	Min	20,062	Min	20,660	Min	16,491	Min	16,491	Min	16,491	Min	16,491

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 nd Engineer/Mate. 274 Scientific Officer. 278 Stores Officer C. 294 Catering Manager III. 305 Inspector IV (Agric), Ass Agricultural Economist.		205 Senior Inspector (TSB) (OBSOL).		225 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	29,699	Max	23,469	Max	27,458	Max	26,404	Max	24,411	Max	23,469	Max	20,863	Max	20,863
11	28,839	11	22,790	11	26,404	11	25,636	11	23,701	11	22,790	11	20,260	11	20,260
10	28,003	10	22,130	10	25,386	10	24,893	10	23,013	10	22,130	10	19,672	10	19,672
9	26,926	9	21,488	9	24,411	9	23,935	9	22,348	9	21,488	9	19,102	9	19,102
8	25,890	8	20,863	8	23,469	8	22,568	8	21,701	8	20,863	8	18,549	8	18,549
7	24,893	7	20,260	7	22,568	7	21,701	7	21,069	7	20,260	7	18,011	7	18,011
6	23,469	6	19,672	6	21,278	6	20,863	6	20,458	6	19,672	6	17,149	6	17,149
5	22,130	5	18,730	5	20,062	5	20,062	5	19,867	5	18,915	5	16,328	5	16,983
4	20,863	4	17,835	4	18,915	4	18,915	4	18,915	4	17,835	4	15,524	4	16,491
3	19,672	3	16,983	3	17,835	3	17,835	3	17,835	3	16,818	3	14,725	3	15,524
2	18,549	2	16,166	2	16,491	2	16,491	2	16,491	2	15,849	2	13,924	2	14,568
1	17,489	1	15,365	1	15,524	1	15,524	1	15,524	1	14,885	1	13,601	1	13,601
Min	16,491	Min	14,568	Min	14,568	Min	14,568	Min	14,568	Min	13,924	Min	12,644	Min	12,644

P&T equivalent grades (continued)

324 Mapping and Charting Technical Grade 1.		403 Conservation Grade G.		283 Mapping and Charting Technical Grade II.		328 Brucella Tester.		291 Graduate Trainee.		380 'O' Level Trainee.	
Max	20,863	Max	20,863	Max	16,491	Max	18,549	Max	17,319	Max	13,286
9	20,260	11	20,260	7	16,007	9	18,011	1	16,818	2	12,158
8	19,672	10	19,672	6	15,524	8	17,489	Min	16,328	1	11,197
7	19,102	9	19,102	5	15,045	7	16,983			Min	10,234
6	18,549	8	18,549	4	14,568	6	16,491				
5	18,011	7	18,011	3	14,082	5	16,007				
4	17,489	6	17,319	2	13,601	4	15,524				
3	16,983	5	16,491	1	12,801	3	15,045				
2	16,166	4	15,524	Min	12,001	2	14,241				
1	15,365	3	14,568			1	13,443				
Min	14,568	2	13,286			Min	12,644				
		1	12,318								
		Min	11,361								

202 Forest Officer III		190 Forest Officer II		137 Forest Officer I	
Max	27,530	Max	30,758	Max	37,266
11	26,741	11	29,874	11	36,190
10	25,974	10	29,015	10	35,142
9	25,228	9	28,180	9	33,795
8	24,502	8	27,372	8	32,499
7	23,801	7	26,583	7	30,949
6	23,118	6	25,819	6	29,471
5	22,023	5	24,599	5	28,099
4	20,983	4	23,430	4	26,727
3	19,993	3	22,107	3	25,451
2	19,044	2	20,859	2	24,239
1	18,113	1	19,681	1	22,858
Min	17,187	Min	18,572	Min	21,557