

2018/2019

Surrey Pay Bands



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Surrey Pay

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Part 1: Surrey Pay

Surrey Pay bands

Table 1 - Job Family Pay Bands – effective from 1 July 2018

Job Family	Pay Model	Grade Name	Salary Range			
			Minimum	Maximum		
(1) Business Functions (2) Public Engagement (3) Regulation & Technical (4) Operational Services (5) Personal Care & Support	Job Family Pay Model	PS1/2	£16,430	£16,742		
		PS3	£16,743	£18,224		
		PS4	£18,254	£19,874		
		PS5	£19,875	£22,014		
		PS6	£22,233	£25,567		
		PS7	£25,821	£29,162		
		PS8	£29,310	£32,838		
		PS9	£33,665	£38,312		
		PS10	£38,888	£43,150		
		PS11	£43,638	£48,395		
		PS12	£50,903	£56,261		
		PS13	£57,494	£66,644		
		Leadership Job family	Leadership Pay Model	PS14	£66,976	£77,297
				PS15	£79,389	£90,469
PS16	£90,470			£112,161		
PS17	£112,162			£134,594		
		PS18	£134,595	£161,514		
		CEX	£209,984	£232,683		

Career pay bands

Table 2: Social Wellbeing* – effective from 1 July 2018

Job Family	Pay Model	Grade Name	Pay Point	Salary
Social Wellbeing	Career Pay Model	PS8SC		£30,929
		PS9SC	Point 1	£33,665
			Point 2	£34,332
			Point 3	£35,832
			Point 4	£38,312
		PS10SC	Point 1	£39,270
			Point 2	£40,270
			Point 3	£41,770
			Point 4	£43,150
		PS11SC	Point 1	£44,229
			Point 2	£45,729
			Point 3	£47,229
			Point 4	£48,395
		PS12SC	Point 1	£50,903
			Point 2	£52,903
			Point 3	£54,903
	Point 4	£56,261		

*Applies to all Social Workers and Occupational Therapists.

Career pay bands

Table 3: Highways, Transport & Environment – effective from 1 July 2018

Scheme 1: PS5HT - PS7*

Job Family	Pay Model	Grade	Point	Salary
Regulation and Technical	HT&E Career Pay Model	PS5HT	Point 1	£19,875
			Point 2	£20,945
		PS6HT	Point 1	£22,233
			Point 2	£23,900
	Job Family Pay Model	PS7	Min	Max
			£25,821	£29,162

Scheme 2 PS7HT - PS9*

Job Family	Pay Model	Grade	Point	Salary
Regulation and Technical	HT&E Career Pay Model	PS7HT	Point 1	£25,821
			Point 2	£27,492
		PS8HT	Point 1	£29,310
			Point 2	£31,074
	Job Family Pay Model	PS9	Min	Max
			£33,665	£38,312

*applies to staff on the HT&E Professional Development Programme (PDP)

Table 4: Commercial Services Education Catering - effective from 1 July 2018

Position	Grade	Starting Salary*
Cook - Primary / Secondary	PS 1/2	£16,595
Cook - Smart	PS 1/2	£16,664
Caterer - Primary Small	PS 3	£16,906
Caterer - Primary Medium Deputy Caterer - Primary / Secondary Large	PS 3	£17,218
Caterer - Primary Large	PS 3	£17,612
Caterer - Primary Complex	PS 3	£18,006
Caterer (Secondary Small)	PS 4	£18,523
Caterer Primary - Very Complex	PS 4	£19,043

Table 5: Schools Surrey Pay Bands – effective from 1 April 2018

Surrey Pay Grade	Min Pay point	Max Pay point
S1/2	£16,191	£16,333
S3	£16,334	£17,866
S4	£17,323	£19,677
S5	£19,245	£21,796
S6	£21,563	£25,313
S7	£24,642	£28,590
S8	£28,294	£32,838
S9	£33,332	£38,312
S10	£38,888	£42,992
S11	£43,638	£48,395
S12	£50,903	£56,261
S13	£57,494	£66,644
14A	£65,025	£77,297
14B	£79,389	£90,469

Table 6: South East Shared Services (SESS) regional Surrey Pay bands effective from 1 April 2018

Grade	Title	Minimum	Midpoint	Maximum
5	Pension Administrator Level 1	£16,755	N/A	£18,750
6	Pension Administrator Level 2	£18,751		£21,250
5/6	Administrator	£16,755	£18,250	£21,250
7	Senior Administrator	£19,250	£22,250	£25,250
8	Hub Leader	£23,250	£26,250	£29,250
9/10	Team Leader or Manager	£27,250	£30,250	£33,250
11	Manager	£31,250	£34,250	£37,250
12/13	Senior Manager	£36,250	£39,250	£42,250

Table 7: Political Assistants

Grade	Minimum Pay Point	Maximum Pay Point
PS9(PA)	£33,665	£34,986

Table 8: Community Learning and Skills Tutors pay arrangements effective from 1 September 2017

Role Level	Surrey Pay Grade	Basic Hourly Rates	Total incl. hourly rate and preparation allowance*	Annual Leave <5 years service	Annual Leave >5 years service
Adult Learning Standard (ALS)	PS7	£14.44	£20.44	£2.86	£3.27
Community courses which are non-qualification based.					
Adult Learning Higher (ALH)	PS8	£17.33	£24.52	£3.43	£3.92
Accredited courses which are qualification based					
Adult Learning Top (ALT)	PS9	£18.77	£26.56	£3.72	£4.25
Highly specialist subject areas (N.B this is a new role)					

*Preparation allowance of 41.5%

Table 9: Surrey Arts Tutors pay arrangements – effective from 1 September 2017

Role Level	Surrey Pay Grade	Pay point	Basic Hourly Rates 1/9/2017	Basic hourly rate plus preparation allowance*	Annual Leave <5 years service**	Annual Leave >5 years service**
Unqualified Instrumental Music Teacher (Job profile being finalised)	PS7	1	£14.36	£20.32	£2.84	£3.25
Qualified Instrumental Music Teacher	PS8	2	£15.11	£21.39	£2.99	£3.42
Assistant Teacher for the whole class		3	£15.80	£22.36	£3.13	£3.58
Curriculum Lead		4	£16.74	£23.68	£3.32	£3.79
Group Ensemble Conductor	PS9	5	£17.86	£25.27	£3.91	£4.04
Lead Teacher for whole class		6	£19.74	£27.93	£32.72	£4.47

*Travel allowance of 4.5% applied to basic hourly rate.

**Annual leave calculated on basic hourly rate plus preparation allowance, 41.5%.

Local (Non-Surrey) Pay Terms & Conditions

Table 10: Apprenticeship and internship pay rates – effective from 1 April 2018

Apprenticeship	Level	Annual Salary
Intermediate and Advanced	Level 2 and Level 3 (Year 1)	£11,117.60
	Level 2 and Level 3 (Year 2)*	£12,670.65
Higher	Level 4	£14,443.00
	Level 5	£15,522.69
	Level 6	£16,311.50
Internship		£16,311.50

*£14,699 per annum for apprentices aged 25 years payable from their 25th birthday.

Table 11: Former Buckinghamshire County Council trading standards pay settlement effective from 1 July 2018

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

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