



Surrey Pay Bands 2019/2020

Table of Contents

Surrey Pay

Table 1 - Job Family pay bands	2
Table 2: Career pay bands - Social Wellbeing	3
Table 3: Career Pay bands - HT&E.....	4
Table 4: Commercial Services Education Catering	5
Table 5: South East shared services (regional Surrey Pay)	5
Table 6: Political Assistants	5
Table 7: Community Skills and Learning Tutors	6
Table 8: Surrey Art Tutors	6

Local Non-Surrey Pay Groups

Table 9: Apprenticeship and internship pay rates	7
Table 10: Former Buckinghamshire County Council trading standards staff and contribution based pay, (CBP) settlement	7

Surrey Pay

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

Table 1 - Job Family Pay Bands – effective from 1 April 2019

Job Family	Pay Model	Grade Name	Minimum Point	Point	Point	Point	Point	Maximum Point
			1	2	3	4	5	6
<ul style="list-style-type: none"> • Business Functions • Public Engagement • Regulation & Technical • Operational Services • Personal Care & Support • Children Learning & Educational Support (CLES) 	Job Family Pay Model	PS1/2	£16,894					
		PS3	£17,316	£17,779	£18,242			
		PS4	£18,698	£19,072	£19,453	£19,843	£20,239	£20,653
		PS5	£21,169	£21,593	£22,025	£22,465	£22,914	£23,367
		PS6	£23,951	£24,430	£24,919	£25,417	£25,926	£26,438
		PS7	£27,099	£27,641	£28,194	£28,758	£29,333	£29,912
		PS8	£30,660	£31,273	£31,898	£32,536	£33,187	£33,842
		PS9	£34,688	£35,382	£36,089	£36,811	£37,547	£38,476
		PS10	£39,438	£40,227	£41,031	£41,852	£42,689	£43,744
		PS11	£44,838	£45,959	£47,108	£48,285	£49,492	£50,711
		PS12	£51,979	£53,278	£54,610	£55,975	£57,375	£58,788
		PS13	£60,258	£61,764	£63,308	£64,891	£66,513	£68,151
		PS14	£69,855	£71,601	£73,391	£75,226	£77,107	£79,006
		Leadership Job Family	Leadership Pay Model	PS15	£79,389			
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 April 2019

Job Family	Pay Model	Grade Name	Pay Point	Salary
Social Wellbeing	Career Pay Model	PS8SC		£32,251
		PS9SC	Point 1	£34,688
			Point 2	£35,951
			Point 3	£37,213
			Point 4	£38,476
		PS10SC	Point 1	£39,438
			Point 2	£40,873
			Point 3	£42,309
			Point 4	£43,744
		PS11SC	Point 1	£44,838
			Point 2	£46,796
			Point 3	£48,754
			Point 4	£50,711
		PS12SC	Point 1	£51,979
			Point 2	£53,432
			Point 3	£55,702
			Point 4	£58,788

*Applies to all Social Workers and Occupational Therapists.

Career pay bands

Table 3: Highways, Transport & Environment – effective from 1 April 2019

Scheme 1: PS5HT - PS7*

Job Family	Pay Model	Grade	Point	Salary
Regulation and Technical	HT&E Career Pay Model	PS5HT	Point 1	£21,169
			Point 2	£22,268
		PS6HT	Point 1	£23,951
			Point 2	£23,195
	Job Family Pay Model	PS7	Point 1	£27,099
			Point 2	£27,641
			Point 3	£28,194
			Point 4	£28,758
			Point 5	£29,333
			Point 6	£29,912

Scheme 2: PS6HT – PS8*

Job Family	Pay Model	Grade	Point	Salary
Regulation and Technical	HT&E Career Pay Model	PS6HT	Point 1	£23,951
			Point 2	£23,195
		PS7HT	Point 1	£27,099
			Point 2	£28,506
	Job Family Pay Model	PS8	Point 1	£30,660
			Point 2	£31,273
			Point 3	£31,898
			Point 4	£32,536
			Point 5	£33,187
			Point 6	£33,842

Scheme 3 PS7HT - PS9*

Job Family	Pay Model	Grade	Point	Salary
Regulation and Technical	HT&E Career Pay Model	PS7HT	Point 1	£27,099
			Point 2	£28,506
		PS8HT	Point 1	£30,660
			Point 2	£32,251
	Job Family Pay Model	PS9	Point 1	£34,688
			Point 2	£35,382
			Point 3	£36,089
			Point 4	£36,811
			Point 5	£37,547
			Point 6	£38,476

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

Table 4: Commercial Services Education Catering - effective from 1 April 2019

Position	Grade	Pay Point	Starting Salary
Catering / Servery Assistant	PS 1/2	N/A	£16,894
Cook - Primary / Secondary & Smart			
Caterer - Primary Small	PS 3	Point 1	£17,316
Caterer - Primary Medium	PS 3	Point 2	£17,779
Deputy Caterer - Primary / Secondary Large			
Caterer - Primary Large	PS 3	Point 3	£18,242
Caterer (Secondary Small)	PS 4	Point 2	£19,072
Caterer Primary - Very Complex	PS 4	Point 3	£19,453

Table 5: South East Shared Services (SESS) regional Surrey Pay bands effective from 1 April 2019

Grade	Title	Minimum	Midpoint	Maximum
5	Pension Administrator Level 1	£17,174	N/A	£19,219
6	Pension Administrator Level 2	£19,220		£21,781
5/6	Administrator	£17,174	£18,706	£21,781
7	Senior Administrator	£19,731	£22,806	£25,881
8	Hub Leader	£23,831	£26,906	£29,981
9,10	Team Leader or Manager	£27,931	£31,006	£34,081
11	Manager	£32,031	£35,106	£38,181
12,13	Senior Manager	£37,156	£40,231	£43,306

Table 6: Political Assistants

Grade	Salary
PS9(PA)	£34,986

Table 7: Community Learning & Skills Tutors - 1 September 2018

Role Level	Surrey Pay Grade	Basic Hourly Rates	Total incl. hourly rate & preparation allowance*	Total incl. 14% AL
Adult Learning Standard (ALS)	PS7	£14.44	£20.43	£23.29
Community courses which are non-qualification based.				
Adult Learning Higher (ALH)	PS8	£17.33	£24.52	£27.95
Accredited courses which are qualification based				
Adult Learning Top (ALT)	PS9	£18.77	£26.56	£30.28
Highly specialist subject areas (N.B this is a new role)				

*Preparation allowance of 41.5%

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

Table 8: Surrey Arts Tutors - 1 September 2018

Role Level	Surrey Pay Grade	Pay point	Basic Hourly Rates	Basic hourly rate plus preparation & travel allowance *	Total incl. 14% AL
Unqualified Instrumental Music Teacher (Job profile being finalised)	PS7	1	£14.36	£20.97	£23.81
Qualified Instrumental Music Teacher	PS8	2	£15.11	£22.06	£25.06
Assistant Teacher for the whole class		3	£15.80	£23.07	£26.20
Curriculum Lead		4	£16.74	£24.44	£27.75
Group Ensemble Conductor	PS9	5	£17.86	£26.07	£29.61
Lead Teacher for whole class		6	£19.74	£28.82	£32.72

*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 9: Apprenticeship and internship pay rates – effective from 1 April 2019

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

¹£15,412 per annum for apprentices aged 25 years payable from their 25th birthday.

Table 10: Former Buckinghamshire County Council trading standards pay settlement effective from 1 July 2019

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

This page is intentionally left blank