



# Surrey Pay Bands 2020/2021

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# Surrey Pay

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

**Table 1 - Job Family Pay Bands – effective from 1 April 2020**

Job Family	Pay Model	Grade Name	Salary Range					
			Minimum Point 1	Point 2	Point 3	Point 4	Point 5	Maximum Point 6
<ul style="list-style-type: none"> <li>• Business Functions</li> <li>• Public Engagement</li> <li>• Regulation &amp; Technical</li> <li>• Operational Services</li> <li>• Personal Care &amp; Support</li> <li>• Children Learning &amp; Educational Support (CLES)</li> </ul>	Job Family Pay Model	PS1/2	£17,457					
		PS3	£17,663	£18,135	£18,607			
		PS4	£19,072	£19,453	£19,843	£20,239	£20,644	£21,066
		PS5	£21,593	£22,025	£22,465	£22,914	£23,373	£23,834
		PS6	£24,430	£24,919	£25,417	£25,926	£26,444	£26,967
		PS7	£27,641	£28,194	£28,758	£29,333	£29,919	£30,510
		PS8	£31,273	£31,898	£32,536	£33,187	£33,851	£34,519
		PS9	£35,382	£36,089	£36,811	£37,547	£38,298	£39,246
		PS10	£40,227	£41,031	£41,852	£42,689	£43,543	£44,619
		PS11	£45,734	£46,878	£48,050	£49,251	£50,482	£51,725
		PS12	£53,018	£54,344	£55,702	£57,095	£58,522	£59,964
		PS13	£61,463	£62,999	£64,574	£66,189	£67,843	£69,514
		PS14	£71,252	£73,033	£74,859	£76,730	£78,649	£80,586
Leadership Job Family	Leadership Pay Model	PS15	£80,977				£92,278	
		PS16	£92,279				£114,404	
		PS17	£114,405				£137,286	
		PS18	£137,287				£164,744	
		CEX	£214,184				£237,337	

## Career pay bands

Table 2: Social Wellbeing\* – effective from 1 April 2020

Job Family	Pay Model	Grade Name	Pay Point	Salary
Social Wellbeing	Career Pay Model	PS8SC		£32,896
		PS9SC	Point 1	£35,382
			Point 2	£36,670
			Point 3	£37,957
			Point 4	£39,246
		PS10SC	Point 1	£40,227
			Point 2	£41,691
			Point 3	£43,155
			Point 4	£44,619
		PS11SC	Point 1	£45,734
			Point 2	£47,732
			Point 3	£49,729
			Point 4	£51,725
		PS12SC	Point 1	£53,018
			Point 2	£54,501
			Point 3	£56,816
			Point 4	£59,964

\*Applies to all Social Workers and Occupational Therapists.

## Career pay bands

Table 3: Community protection, Transport and Environment – effective from 1 April 2020

### Scheme 1: PS5HT - PS7\*

Job Family	Pay Model	Grade	Point	Salary
Regulation and Technical	CT&E Career Pay Model	PS5HT	Point 1	£21,593
			Point 2	£22,714
		PS6HT	Point 1	£24,430
			Point 2	£25,699
	Job Family Pay Model	PS7	Point 1	£27,641
			Point 2	£28,194
			Point 3	£28,758
			Point 4	£29,333
Point 5	£29,919			
Point 6	£30,510			

### Scheme 2: PS6HT – PS8\*

Job Family	Pay Model	Grade	Point	Salary
Regulation and Technical	CT&E Career Pay Model	PS6HT	Point 1	£24,430
			Point 2	£25,699
		PS7HT	Point 1	£27,641
			Point 2	£29,076
	Job Family Pay Model	PS8	Point 1	£31,273
			Point 2	£31,898
			Point 3	£32,536
			Point 4	£33,187
Point 5	£33,851			
Point 6	£34,519			

### Scheme 3 PS7HT - PS9\*

Job Family	Pay Model	Grade	Point	Salary
Regulation and Technical	CT&E Career Pay Model	PS7HT	Point 1	£27,641
			Point 2	£29,076
		PS8HT	Point 1	£31,273
			Point 2	£32,896
	Job Family Pay Model	PS9	Point 1	£35,382
			Point 2	£36,089
			Point 3	£36,811
			Point 4	£37,547
Point 5	£38,298			
Point 6	£39,246			

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

**Table 4: Commercial Services Education Catering - effective from 1 April 2020**

Position	Grade	Pay Point	Starting Salary
Catering / Servery Assistant	PS 1/2	N/A	£17,457
Cook - Primary / Secondary & Smart			
Caterer - Primary Small	PS 3	Point 1	£17,663
Caterer - Primary Medium	PS 3	Point 2	£18,135
Deputy Caterer - Primary / Secondary Large			
Caterer - Primary Large	PS 3	Point 3	£18,607
Caterer (Secondary Small)	PS 4	Point 2	£19,453
Caterer Primary - Very Complex	PS 4	Point 3	£19,843

**Table 5: South East Shared Services (SESS) regional Surrey Pay bands effective from 1 April 2020**

Grade	Title	Point 1	Point 2	Point 3	Point 4	Point 5
SE 5	Administrator Level 1	£18,242	£18,583	£18,923	£19,264	£19,604
SE 6	Administrator Level 2	£18,979	£19,789	£20,598	£21,408	£22,217
SE 7	Senior Administrator	£22,353	£23,463	£24,573	£25,683	£26,793
SE 8	Hub Leader	£23,655	£24,545	£25,435	£26,324	£27,214
SE 9	Team Leader	£26,492	£27,024	£27,555	£28,087	£28,618
SE 10	Team Manager	£29,666	£30,261	£30,856	£31,450	£32,045
SE 11	Manager	£37,217	£37,658	£38,098	£38,539	£38,979
SE 12	Senior Manager	£44,809	£45,850	£46,891	£47,931	£48,972

**Table 6: Political Assistants**

Grade	Salary
PS9(PA)	£34,986

**Table 7: Trainee Social Workers - effective from 1 April 2020**

Trainee Social Worker	Salary
Fixed salary	£19,000

**Table 8a: Community Learning & Skills Tutors – 1 September 2019**

Role Level	Surrey Grade equivalent	Surrey Arts Tutor Grade	Basic Hourly Rate	Total incl. hourly rate & preparation allowance*	Total incl. 14% AL**	Total incl. 16% AL**
					<2yrs service	>2yrs service
<b>Adult Learning Standard (ALS)</b> Community courses which are non-qualification based	PS7	ALS A	£14.80	£20.94	£23.87	
		ALS B				£24.29
<b>Adult Learning Higher (ALH)</b> Accredited courses which are qualification based	PS8	ALH A	£17.76	£25.13	£28.65	
		ALH B				£29.15
<b>Adult Learning Top (ALT)</b> Highly specialist subject areas	PS9	ALT A	£19.24	£27.22	£31.04	
		ALT B				£31.58

\*Preparation allowance is 41.5% of basic hourly rate.

\*\*Percentage uplift on basic hourly rate to reflect annual leave/holiday pay.

**Table 8b: Community Learning & Skills Tutors – 1 September 2020**

Role Level	Surrey Grade equivalent	Surrey Arts Tutor Grade	Basic Hourly Rate	Total incl. hourly rate & preparation allowance*	Total incl. 14% AL**	Total incl. 16% AL**
					<2yrs service	>2yrs service
<b>Adult Learning Standard (ALS)</b> Community courses which are non-qualification based	PS7	ALS A	£15.10	£21.36	£24.35	
		ALS B				£24.78
<b>Adult Learning Higher (ALH)</b> Accredited courses which are qualification based	PS8	ALH A	£18.12	£25.63	£29.22	
		ALH B				£29.73
<b>Adult Learning Top (ALT)</b> Highly specialist subject areas	PS9	ALT A	£19.62	£27.77	£31.66	
		ALT B				£32.21

\*Preparation allowance is 41.5% of basic hourly rate.

\*\*Percentage uplift on basic hourly rate to reflect annual leave/holiday pay.

**Table 9a: Surrey Arts Tutors – 1 September 2019**

Role Level	Surrey Grade equivalent	Surrey Arts Tutor Grade	Basic Hourly Rate	Basic hourly rate plus preparation & travel allowance*	Total incl. AL**	
					<2yrs service	>2yrs service
Unqualified Instrumental Music Teacher; Qualified Instrumental Music Teacher.	PS7	SA1 A	£14.72	£21.49	£24.41	
		SA1 B				£24.82
Assistant Teacher for the whole class; Team Support Teacher; Curriculum Lead.	PS8	SA2 A	£15.49	£22.62	£25.69	
		SA2 B				£26.13
		SA3 A	£16.20	£23.64	£26.85	
		SA3 B				£27.31
		SA4 A	£17.15	£25.05	£28.44	
SA4 B		£28.93				
Group/Ensemble Conductor/Director; Lead Teacher for the whole class.	PS9	SA5 A	£18.31	£26.73	£30.36	
		SA5 B				£30.88
		SA6 A	£20.23	£29.53	£33.54	
		SA6 B				£34.11

\*Travel allowance of 4.5% & preparation allowance of 41.5% applied to basic hourly rate.

\*\*Percentage uplift on basic hourly rate to reflect annual leave/holiday pay.

**Table 9b: Surrey Arts Tutors – 1 September 2020**

Role Level	Surrey Grade equivalent	Surrey Arts Tutor Grade	Basic Hourly Rate	Basic hourly rate plus preparation & travel allowance*	Total incl. AL**	
					<2yrs service	>2yrs service
Unqualified Instrumental Music Teacher; Qualified Instrumental Music Teacher.	PS7	SA1 A	£15.01	£21.92	£24.90	
		SA1 B				£25.32
Assistant Teacher for the whole class; Team Support Teacher; Curriculum Lead.	PS8	SA2 A	£15.80	£23.07	£26.20	
		SA2 B				£26.65
		SA3 A	£16.52	£24.12	£27.39	
		SA3 B				£27.86
		SA4 A	£17.50	£25.55	£29.01	
SA4 B		£29.51				
Group/Ensemble Conductor/Director; Lead Teacher for the whole class.	PS9	SA5 A	£18.67	£27.27	£30.96	
		SA5 B				£31.49
		SA6 A	£20.63	£30.12	£34.21	
		SA6 B				£34.80

\*Travel allowance of 4.5% & preparation allowance of 41.5% applied to basic hourly rate.

\*\*Percentage uplift on basic hourly rate to reflect annual leave/holiday pay.

**Table 10a: Apprenticeship and internship pay rates – effective from 1 September 2019 – 31 March 2020**

Apprenticeship	Apprenticeship Level	Year	Annual Salary
Intermediate and Advanced	2	Year 1	£14,360
		Year 2	£16,894
	3	Year 1	£14,360
		Year 2	£16,894
Higher	4	N/A	£17,316
	5	N/A	£17,316
	6	N/A	£17,316
Internship	N/A	N/A	£17,316

**Table 10b: Apprenticeship and internship pay rates – effective from 1 April 2020**

Apprenticeship	Apprenticeship Level	Year	Annual Salary
Intermediate and Advanced	2	Year 1	£14,839
		Year 2	£17,457
	3	Year 1	£14,839
		Year 2	£17,457
Higher	4	N/A	£17,663
	5	N/A	£17,663
	6	N/A	£17,663
Internship	N/A	N/A	£17,663

## Local (Non-Surrey) Pay Terms & Conditions

**Table 11: Former Buckinghamshire County Council trading standards pay settlement effective from 1 April 2020**

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