

Last updated: June 2022

Surrey Pay Bands 2022/2023



Contents

Surrey Pay

Table 1: Job Family Pay Bands – effective from 1 April 2022	2
Table 2: Social Wellbeing* – effective from 1 April 2022.....	3
Table 3: Finance CIPFA Trainee Scheme – effective from 1 April 2022	3
Table 4: Community protection, Transport and Environment – effective from 1 April 2022	4
Table 5a: Lawyers Career Scheme – effective from 1 April 2022 – 30 June 2022.....	5
Table 5b: Lawyers Career Scheme – effective from 1 July 2022.	5
Table 6: Twelve 15 Education Catering - effective from 1 April 2022*	5
Table 7: Political Assistants – effective from 1 April 2022	5
Table 8: Surrey Adult Learning Tutors – 1 September 2021 – 31 August 2022.....	6
Table 9: Surrey Arts Tutors – 1 September 2021 – 31 August 2022.....	7
Table 10: Apprenticeship and internship pay rates – effective from 1 April 2022.....	8
Table 11: Kickstarter Pay Rates – effective from 01 April 2022*	8
Table 12: Former Buckinghamshire County Council trading standards pay settlement – effective from 1 July 2022	8

This Issue	1 April 2022 – 31 March 2023
Approval	PPDC (7 June 2022)
Date Published	Collective agreement with the Trade Unions (21 June 2022)
Review date & change	March 2022: Table 13 updated with National Minimum Wage Rates April 2022: 2022/23 Surrey Pay agreement July 2022: Changes to the Lawyers Career pay table

Surrey Pay

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

Table 1: Job Family Pay Bands – effective from 1 April 2022

	1 April 2022 - 31 March 2023						
Pay Model	Grade Name	Pay Scale					
		Point 1	Point 2	Point 3	Point 4	Point 5	Point 6
Job Family Pay Model	PS1/2	£19,233					
	PS3	£19,313	£19,785	£20,257			
	PS4	£20,722	£21,103	£21,493	£21,889	£22,294	£22,716
	PS5	£23,243	£23,675	£24,115	£24,564	£25,023	£25,484
	PS6	£26,080	£26,569	£27,067	£27,576	£28,094	£28,617
	PS7	£29,291	£29,844	£30,408	£30,983	£31,219	£31,810
	PS8	£32,173	£32,798	£33,436	£34,087	£34,751	£35,419
	PS9	£36,282	£36,989	£37,711	£38,447	£39,198	£40,146
	PS10	£41,127	£41,931	£42,752	£43,589	£44,443	£45,519
	PS11	£46,634	£47,778	£48,950	£50,151	£51,382	£52,625
	PS12	£53,918	£55,244	£56,602	£57,995	£59,422	£60,864
	PS13	£62,363	£63,899	£65,474	£67,089	£68,743	£70,414
	PS14	£72,152	£73,933	£75,759	£77,630	£79,549	£81,486
Leadership Pay Model	PS15	£81,877					£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 2022

Job Family	Pay Model	Grade Name	Pay Point	Salary
Social Wellbeing	Career Pay Model	PS8SC	N/A	£33,796
		PS9SC	Point 1	£36,282
			Point 2	£37,570
			Point 3	£38,857
			Point 4	£40,146
		PS10SC	Point 1	£41,127
			Point 2	£42,591
			Point 3	£44,055
			Point 4	£45,519
		PS11SC	Point 1	£46,634
			Point 2	£48,632
			Point 3	£50,629
			Point 4	£52,625
		PS12SC	Point 1	£53,918
			Point 2	£55,401
			Point 3	£57,716
			Point 4	£60,864

*Applies to all Social Workers and Occupational Therapists.

Table 3: Finance CIPFA Trainee Scheme – effective from 1 April 2022

Job Family	Pay Model	Grade Name	Pay Point	Salary
Finance Trainee	Career Pay Model	PS7F	Point 1	£29,291
		PS8F	Point 1	£32,173
		PS9F	Point 1	£36,282
	Point 2		£36,989	
	Point 3		£37,711	
	Point 4		£38,447	
	Point 5		£39,198	
	Point 6	£40,146		
Job Family Pay Model				

Career Pay Bands

Table 4: Community protection, Transport and Environment – effective from 1 April 2022

Scheme 1: PS5HT - PS7*				
Job Family	Pay Model	Grade	Point	Salary
Regulation and Technical	CT&E Career Pay Model	PS5HT	Point 1	£23,243
			Point 2	£24,364
		PS6HT	Point 1	£26,080
			Point 2	£27,349
	Job Family Pay Model	PS7	Point 1	£29,291
			Point 2	£29,844
			Point 3	£30,408
			Point 4	£30,983
			Point 5	£31,219
			Point 6	£31,810

Scheme 2: PS6HT – PS8*				
Job Family	Pay Model	Grade	Point	Salary
Regulation and Technical	CT&E Career Pay Model	PS6HT	Point 1	£26,080
			Point 2	£27,349
		PS7HT	Point 1	£29,291
			Point 2	£30,726
	Job Family Pay Model	PS8	Point 1	£32,173
			Point 2	£32,798
			Point 3	£33,436
			Point 4	£34,087
			Point 5	£34,751
			Point 6	£35,419

Scheme 3 PS7HT - PS9*				
Job Family	Pay Model	Grade	Point	Salary
Regulation and Technical	CT&E Career Pay Model	PS7HT	Point 1	£29,291
			Point 2	£30,726
		PS8HT	Point 1	£32,173
			Point 2	£33,796
	Job Family Pay Model	PS9	Point 1	£36,282
			Point 2	£36,989
			Point 3	£37,711
			Point 4	£38,447
			Point 5	£39,198
			Point 6	£40,146

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

Table 5a: Lawyers Career Scheme – effective from 1 April 2022 – 30 June 2022

Job Family	Pay Model	Grade Name	Pay Point	Salary
Business Function	Career Pay Model	PS9L	Point 1	£36,282
			Point 2	£38,447
		PS10L	Point 1	£41,127
			Point 2	£43,589
			Point 3	£45,519

Table 5b: Lawyers Career Scheme – effective from 1 July 2022.

Job Family	Pay Model	Grade Name	Pay Point	Salary
Business Function	Career Pay Model	PS10L	Point 1	£41,127
			Point 2	£43,589
		PS11L	Point 1	£46,634
			Point 2	£50,151
			Point 3	£52,625

Table 6: Twelve 15 Education Catering - effective from 1 April 2022*

Position	Grade	Pay Point	Starting Salary
Catering / Servery Assistant	PS1/2	N/A	£19,233
Cook - Primary / Secondary & Smart			
Caterer - Primary Small	PS3	Point 1	£19,313
Caterer - Primary Medium	PS3	Point 2	£19,785
Deputy Caterer - Primary / Secondary Large			
Caterer - Primary Large	PS3	Point 3	£20,257
Caterer (Secondary Small)	PS4	Point 2	£21,103
Caterer Primary - Very Complex	PS4	Point 3	£21,493

*These represent starting salaries. Individuals will progress in accordance with the normal pay progression rules. Further details of the complete grade range is outlined in Table 1.

Table 7: Political Assistants – effective from 1 April 2022

Grade	Point 1	Point 2	Point 3	Point 4	Point 5	Point 6
PS9(PA)	£36,282	£36,989	£37,711	£38,447	£39,198	£40,146

Note: Pay for political assistants is subject to the Local Government (Assistants for Political Groups) (Remuneration) (England) Order 2021 and Surrey Pay grade PS9.

Table 8: Surrey Adult Learning Tutors – 1 September 2021 – 31 August 2022

Role Level	Surrey Grade equivalent	Surrey Adult Learning Tutor Grade	Basic Hourly Rate	Total incl. hourly rate & preparation allowance ¹	Total Hourly Rate Inclusive of Holiday Pay ²		
					Less than 2 years service (15%)	More than 2, and less than 5 years service (16%)	More than 5 years service (17%)
Adult Learning Standard (ALS) Community courses which are non-qualification based	PS7	ALS A	£15.29	£21.64	£24.88		
		ALS B				£25.10	
		ALS C					£25.31
Adult Learning Higher (ALH) Accredited courses which are qualification based	PS8	ALH A	£18.12	£25.63	£29.47		
		ALH B				£29.73	
		ALH C					£29.99
Adult Learning Top (ALT) Highly specialist subject areas	PS9	ALT A	£19.62	£27.77	£31.94		
		ALT B				£32.21	
		ALT C					£32.49

¹ Preparation allowance is 41.5% of the basic hourly rate.

² Percentage uplift of basic hourly rate & preparation allowance to reflect annual leave entitlement.

Table 9: Surrey Arts Tutors – 1 September 2021 – 31 August 2022

Role Level	Surrey Grade equivalent	Surrey Arts Tutor Grade	Basic Hourly Rate	Basic hourly rate plus preparation & travel allowances ¹	Total Hourly Rate Inclusive of Holiday Pay ²		
					Less than 2 years service (15%)	More than 2, and less than 5 years service (16%)	More than 5 years service (17%)
Unqualified Instrumental Music Teacher; Qualified Instrumental Music Teacher.	PS7	SA1 A	£15.19	£22.18	£25.40		
		SA1 B				£25.62	
		SA1 C					£25.83
Assistant Teacher for the whole class; Team Support Teacher; Curriculum Lead.	PS8	SA2 A	£15.80	£23.07	£26.42		
		SA2 B				£26.65	
		SA2 C					£26.87
		SA3 A	£16.52	£24.12	£27.62		
		SA3 B				£27.86	
		SA3 C					£28.09
		SA4 A	£17.50	£25.55	£29.26		
		SA4 B				£29.51	
		SA4 C					£29.76
Group/Ensemble Conductor/Director; Lead Teacher for the whole class.	PS9	SA5 A	£18.67	£27.27	£31.23		
		SA5 B				£31.50	
		SA5 C					£31.76
		SA6 A	£20.63	£30.12	£34.50		
		SA6 B				£34.79	
		SA6 C					£35.08

¹ Travel allowance of 4.5% & preparation allowance of 41.5% applied to basic hourly rate.² Percentage uplift of basic hourly rate & preparation allowance to reflect annual leave entitlement.

Table 10: Apprenticeship and internship pay rates – effective from 1 April 2022

Apprenticeship	Apprenticeship Level	Year	Annual Salary
Intermediate and Advanced	2	Year 1	£16,348
		Year 2	£19,233
	3	Year 1	£16,348
		Year 2	£19,233
Higher	4	N/A	£19,313
	5	N/A	£19,313
	6	N/A	£19,313
Internship	N/A	N/A	£19,313

*An Apprentice in their second year of an Apprenticeship is entitled to the National Minimum Wage/National Living Wage (where applicable) in accordance with their age.

Table 11: Kickstarter Pay Rates – effective from 01 April 2022*

Kickstarter's Age	Kickstarter's Pay Grade	National Minimum/Living Wage Hourly Rate**	Annual Salary (based on 25hrs per week only)
Under 18	KS1	£4.81	£6,270
18 – 20 inclusive	KS2	£6.83	£8,903
21 – 22 inclusive	KS3	£9.18	£11,966
23 and over	KS4	£9.50	£12,383

* This scheme is due to end on 30 September 2022.

**A Kickstarter is entitled to the National Minimum Wage/National Living Wage (where applicable) in accordance with their age.

Local (Non-Surrey) Pay Terms & Conditions

Table 12: Former Buckinghamshire County Council trading standards pay settlement – effective from 1 July 2022

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