

## ANNEX 1 - EA Pay and Grading Review - Summary of Proposed Grading Structure

New Grade	Current Grade	Current Points	Current Salary (FTE)	Proposed Points	Proposed Salary (FTE)
1	Clerical Officer A&G scales 1(a) (b) (c) Classroom Assistant Catering Assistant Transport Escort Groundsperson Supervisory Assistant School Crossing Patrol *	2-4	£22,366 - £23,114	5-8	£23,500 - £24,702
2	Senior Clerical Officer A&G scales 2 & 3 Classroom Assistant SEN Cleaning Supervisor Cook Senior Supervisory Assistant Unit Catering Supervisor Driver Building Supervisor (No Supervision) *	5-6  (to note manual scale 2 is currently pts 3-4)	£23,500 - £23,893  (to note manual scale 2 is currently £22,737 - £23,114)	11-14	£25,979 - £27,334
3	Executive Officer A&G scales 4 & 5 Classroom Assistant ASN Building Supervisor (with supervision) Senior Unit Catering Supervisor Senior Driver Mechanic Foreperson *	7-17	£24,294 - £28,770	17-20	£28,770 - £30,296

<b>New Grade</b>	<b>Current Grade</b>	<b>Current Points</b>	<b>Current Salary (FTE)</b>	<b>Proposed Points</b>	<b>Proposed Salary (FTE)</b>
4	Sen Executive Officer	19-25	£29,777 - £33,945	23-26	£32,076 - £34,834
5	Admin Officer	27-30	£35,745 - £38,223	29-32	£37,336 - £40,221
6	Sen Admin Officer	32-35	£40,221 - £43,421	33-36	£41,418 - £44,428
7	Ass Principal Officer	36-39	£44,428 - £47,420	37-40	£45,441 - £48,474
8	Principal Officer	40-43	£48,474 - £51,515	41-44	£49,498 - £52,557
9	Sen Principal Officer 1	43-46	£51,515 - £54,606	45-48	£53,580 - £56,584
10	Sen Principal Officer 2	46-49	£54,606 - £57,559	49-52	£57,559 - £60,642
11	Education Officer	52-55	£60,642 - £63,709	53-56	£61,662 - £64,733
12	ASEO	58-61	£66,767 - £69,914	58-61	£66,767 - £69,914

***\*To note there may be some slight local variations to this due to legacy naming conventions***

## EA Pay and Grading Review

### Summary of Assimilation Arrangements

Current Point at 1 April 24	Current Salary at 1 April 24 (FTE)	Current Hourly rate at 1 April 24	Proposed Point at 1 April 24	Proposed Salary at 1 April 24 (FTE)	Proposed Hourly rate at 1 April 24
2	£22,366	£11.91	5	£23,500	£12.52
3	£22,737	£12.11	5	£23,500	£12.52
4	£23,114	£12.31	5	£23,500	£12.52
Scale 2 point 3	£22,737	£12.11	11	£25,979	£13.84
Scale 2 point 4	£23,114	£12.31	11	£25,979	£13.84
5	£23,500	£12.52	11	£25,979	£13.84
6	£23,893	£12.73	11	£25,979	£13.84
7	£24,294	£12.94	17	£28,770	£15.33
8	£24,702	£13.16	17	£28,770	£15.33
9	£25,119	£13.38	17	£28,770	£15.33
10	£25,545	£13.61	17	£28,770	£15.33
11	£25,979	£13.84	17	£28,770	£15.33
12	£26,421	£14.08	17	£28,770	£15.33
13	£26,873	£14.32	17	£28,770	£15.33
14	£27,334	£14.56	17	£28,770	£15.33
15	£27,803	£14.81	17	£28,770	£15.33
16	£28,282	£15.07	17	£28,770	£15.33
17	£28,770	£15.33	17	£28,770	£15.33
18	£29,269	£15.59	n/a	n/a	n/a
19	£29,777	£15.86	23	£32,076	£17.09
20	£30,296	£16.14	23	£32,076	£17.09
21	£30,825	£16.42	23	£32,076	£17.09
22	£31,364	£16.71	23	£32,076	£17.09
23	£32,076	£17.09	23	£32,076	£17.09
24	£33,024	£17.59	24	£33,024	£17.59
25	£33,945	£18.08	25	£33,945	£18.08
26	£34,848	£18.56	n/a	n/a	n/a
27	£35,745	£19.04	29	£37,336	£19.89
28	£36,648	£19.52	29	£37,336	£19.89
29	£37,336	£19.89	29	£37,336	£19.89
30	£38,223	£20.36	30	£38,223	£20.36

31	£39,186	£20.88	n/a	n/a	n/a
32	£40,221	£21.43	33	£41,418	£22.06
33	£41,418	£22.06	33	£41,418	£22.06
34	£42,403	£22.59	34	£42,403	£22.59
35	£43,421	£23.13	35	£43,421	£23.13
36	£44,428	£23.67	37	£45,441	£24.21
37	£45,441	£24.21	37	£45,441	£24.75
38	£46,464	£24.75	38	£46,464	£24.75
39	£47,420	£25.26	39	£47,420	£25.26
40	£48,474	£25.82	41	£49,498	£26.37
41	£49,498	£26.37	41	£49,498	£26.37
42	£50,512	£26.91	42	£50,512	£26.91
43	£51,515	£27.44	43	£51,515	£27.44
43	£51,515	£27.44	45	£53,580	£28.54
44	£52,557	£28.00	45	£53,580	£28.54
45	£53,580	£28.54	45	£53,580	£28.54
46	£54,606	£29.09	46	£54,606	£29.09
46	£54,606	£29.09	49	£57,559	£30.66
47	£55,609	£29.62	49	£57,559	£30.66
48	£56,584	£30.14	49	£57,559	£30.66
49	£57,559	£30.66	49	£57,559	£30.66
50	£58,603	£31.22	n/a	n/a	n/a
51	£59,619	£31.76	n/a	n/a	n/a
52	£60,642	£32.31	53	£61,662	£32.85
53	£61,662	£32.85	53	£61,662	£32.85
54	£62,686	£33.39	54	£62,686	£33.39
55	£63,709	£33.94	55	£63,709	£33.94
56	£64,733	£34.48	n/a	n/a	n/a
57	£65,738	£35.02	n/a	n/a	n/a
58	£66,767	£35.57	58	£66,767	£35.57
59	£67,797	£36.12	59	£67,797	£36.12
60	£68,853	£36.68	60	£68,853	£36.68
61	£69,914	£37.25	61	£69,914	£37.25