

## Pay matrix

The pay matrix will be applied, in line with our pay agreement, based on performance ratings for the performance year 2016/17. The focus of the matrix continues to ensure that staff who are in zone 1 receive a higher award based on their performance rating in order to move them closer to zone 2.

	Outstanding Contribution	Strong Contribution	Room For Improvement
Pay Zone 2	2.0%	1.6%	1.0%
Pay Zone 1	2.3%	1.9%	1.1%

As in previous years, staff who are at the band maximum will receive a non-consolidated lump sum award. However, consideration will be undertaken over the coming year to determine if the non-consolidated awards will be paid either on a quarterly or monthly basis in future years.

## Pay bands from 1 August 2017

The pay bands for each location are detailed below:

NORTH			
Grade	Min	Zone 2	Max
SB3	£56,000	£58,900	£68,000
SB4	£45,000	£46,250	£55,000
A	£35,750	£37,050	£42,000
B	£29,000	£30,163	£34,000
C	£23,250	£24,000	£27,000
D	£19,500	£19,759	£22,200
E	N/A	£17,504	£18,200
SOUTH			
Grade	Min	Zone 2	Max
SB3	£61,000	£64,325	£73,200
SB4	£48,750	£50,054	£58,500
A	£39,000	£40,718	£46,020
B	£32,000	£32,908	£36,800
C	£26,000	£26,800	£29,966
D	£21,000	£21,750	£24,000
ELA	N/A	£19,308	£21,500
E	N/A	£19,308	£20,100