

Hay Pay Scale 01.04.2023

Employer NI values calculated on basis of HMRC contribution rates and thresholds applicable between 6 April 2023 and 5 April 2024.

Grade	Pay point	31.03.23	01.04.23	Monthly	Hourly	On costs in LGPS			On costs not in LGPS	
						Er Pen.	Er N.I.	Total cost	Er N.I.	Total cost
1		£20,453.00								
	11	£20,777.00	£22,702.00	£1,891.83	£11.77	£4,426.89	£1,877.08	£29,005.97	£1,877.08	£24,579.08
	12	£21,041.00	£22,966.00	£1,913.83	£11.90	£4,478.37	£1,913.51	£29,357.88	£1,913.51	£24,879.51
	13	£21,185.00	£23,110.00	£1,925.83	£11.98	£4,506.45	£1,933.38	£29,549.83	£1,933.38	£25,043.38
	14	£21,305.00	£23,230.00	£1,935.83	£12.04	£4,529.85	£1,949.94	£29,709.79	£1,949.94	£25,179.94
	15	£21,653.00	£23,578.00	£1,964.83	£12.22	£4,597.71	£1,997.96	£30,173.67	£1,997.96	£25,575.96
2	21	£21,365.00	£23,290.00	£1,940.83	£12.07	£4,541.55	£1,958.22	£29,789.77	£1,958.22	£25,248.22
	22	£21,773.00	£23,698.00	£1,974.83	£12.28	£4,621.11	£2,014.52	£30,333.63	£2,014.52	£25,712.52
	23	£22,121.00	£24,046.00	£2,003.83	£12.46	£4,688.97	£2,062.55	£30,797.52	£2,062.55	£26,108.55
	24	£22,385.00	£24,310.00	£2,025.83	£12.60	£4,740.45	£2,098.98	£31,149.43	£2,098.98	£26,408.98
	25	£22,589.00	£24,514.00	£2,042.83	£12.71	£4,780.23	£2,127.13	£31,421.36	£2,127.13	£26,641.13
	26	£22,853.00	£24,778.00	£2,064.83	£12.84	£4,831.71	£2,163.56	£31,773.27	£2,163.56	£26,941.56
3	31	£22,289.00	£24,214.00	£2,017.83	£12.55	£4,721.73	£2,085.73	£31,021.46	£2,085.73	£26,299.73
	32	£22,517.00	£24,442.00	£2,036.83	£12.67	£4,766.19	£2,117.20	£31,325.39	£2,117.20	£26,559.20
	33	£22,889.00	£24,814.00	£2,067.83	£12.86	£4,838.73	£2,168.53	£31,821.26	£2,168.53	£26,982.53
	34	£23,213.00	£25,138.00	£2,094.83	£13.03	£4,901.91	£2,213.24	£32,253.15	£2,213.24	£27,351.24
	35	£23,525.00	£25,450.00	£2,120.83	£13.19	£4,962.75	£2,256.30	£32,669.05	£2,256.30	£27,706.30
	36	£24,269.00	£26,194.00	£2,182.83	£13.58	£5,107.83	£2,358.97	£33,660.80	£2,358.97	£28,552.97
4	41	£22,853.00	£24,778.00	£2,064.83	£12.84	£4,831.71	£2,163.56	£31,773.27	£2,163.56	£26,941.56
	42	£23,237.00	£25,162.00	£2,096.83	£13.04	£4,906.59	£2,216.56	£32,285.15	£2,216.56	£27,378.56
	43	£23,597.00	£25,522.00	£2,126.83	£13.23	£4,976.79	£2,266.24	£32,765.03	£2,266.24	£27,788.24
	44	£24,413.00	£26,338.00	£2,194.83	£13.65	£5,135.91	£2,378.84	£33,852.75	£2,378.84	£28,716.84
	45	£24,989.00	£26,914.00	£2,242.83	£13.95	£5,248.23	£2,458.33	£34,620.56	£2,458.33	£29,372.33
	46	£25,961.00	£27,886.00	£2,323.83	£14.45	£5,437.77	£2,592.47	£35,916.24	£2,592.47	£30,478.47
5	51	£23,861.00	£25,786.00	£2,148.83	£13.37	£5,028.27	£2,302.67	£33,116.94	£2,302.67	£28,088.67
	52	£24,581.00	£26,506.00	£2,208.83	£13.74	£5,168.67	£2,402.03	£34,076.70	£2,402.03	£28,908.03
	53	£25,589.00	£27,514.00	£2,292.83	£14.26	£5,365.23	£2,541.13	£35,420.36	£2,541.13	£30,055.13
	54	£26,057.00	£27,982.00	£2,331.83	£14.50	£5,456.49	£2,605.72	£36,044.21	£2,605.72	£30,587.72
	55	£27,065.00	£28,990.00	£2,415.83	£15.03	£5,653.05	£2,744.82	£37,387.87	£2,744.82	£31,734.82
	56	£28,037.00	£29,962.00	£2,496.83	£15.53	£5,842.59	£2,878.96	£38,683.55	£2,878.96	£32,840.96
6	61	£26,093.00	£28,018.00	£2,334.83	£14.52	£5,463.51	£2,610.68	£36,092.19	£2,610.68	£30,628.68
	62	£26,861.00	£28,786.00	£2,398.83	£14.92	£5,613.27	£2,716.67	£37,115.94	£2,716.67	£31,502.67
	63	£27,905.00	£29,830.00	£2,485.83	£15.46	£5,816.85	£2,860.74	£38,507.59	£2,860.74	£32,690.74
	64	£28,433.00	£30,358.00	£2,529.83	£15.74	£5,919.81	£2,933.60	£39,211.41	£2,933.60	£33,291.60
	65	£29,477.00	£31,402.00	£2,616.83	£16.28	£6,123.39	£3,077.68	£40,603.07	£3,077.68	£34,479.68
	66	£30,329.00	£32,254.00	£2,687.83	£16.72	£6,289.53	£3,195.25	£41,738.78	£3,195.25	£35,449.25
7	71	£28,337.00	£30,262.00	£2,521.83	£15.69	£5,901.09	£2,920.36	£39,083.45	£2,920.36	£33,182.36
	72	£28,937.00	£30,862.00	£2,571.83	£16.00	£6,018.09	£3,003.16	£39,883.25	£3,003.16	£33,865.16
	73	£30,053.00	£31,978.00	£2,664.83	£16.58	£6,235.71	£3,157.16	£41,370.87	£3,157.16	£35,135.16
	74	£30,593.00	£32,518.00	£2,709.83	£16.85	£6,341.01	£3,231.68	£42,090.69	£3,231.68	£35,749.68
	75	£31,517.00	£33,442.00	£2,786.83	£17.33	£6,521.19	£3,359.20	£43,322.39	£3,359.20	£36,801.20
	76	£32,417.00	£34,342.00	£2,861.83	£17.80	£6,696.69	£3,483.40	£44,522.09	£3,483.40	£37,825.40
8	81	£31,001.00	£32,926.00	£2,743.83	£17.07	£6,420.57	£3,287.99	£42,634.56	£3,287.99	£36,213.99
	82	£32,033.00	£33,958.00	£2,829.83	£17.60	£6,621.81	£3,430.40	£44,010.21	£3,430.40	£37,388.40
	83	£33,053.00	£34,978.00	£2,914.83	£18.13	£6,820.71	£3,571.16	£45,369.87	£3,571.16	£38,549.16
	84	£34,097.00	£36,022.00	£3,001.83	£18.67	£7,024.29	£3,715.24	£46,761.53	£3,715.24	£39,737.24
	85	£35,093.00	£37,018.00	£3,084.83	£19.19	£7,218.51	£3,852.68	£48,089.19	£3,852.68	£40,870.68
	86	£36,137.00	£38,062.00	£3,171.83	£19.73	£7,422.09	£3,996.76	£49,480.85	£3,996.76	£42,058.76
9	91	£35,081.00	£37,006.00	£3,083.83	£19.18	£7,216.17	£3,851.03	£48,073.20	£3,851.03	£40,857.03

Grade	Pay point					On costs in LGPS			On costs not in LGPS	
		31.03.23	01.04.23	Monthly	Hourly	Er Pen.	Er N.I.	Total cost	Er N.I.	Total cost
	92	£36,257.00	£38,182.00	£3,181.83	£19.79	£7,445.49	£4,013.32	£49,640.81	£4,013.32	£42,195.32
	93	£37,421.00	£39,346.00	£3,278.83	£20.39	£7,672.47	£4,173.95	£51,192.42	£4,173.95	£43,519.95
	94	£38,609.00	£40,534.00	£3,377.83	£21.01	£7,904.13	£4,337.89	£52,776.02	£4,337.89	£44,871.89
	95	£39,761.00	£41,686.00	£3,473.83	£21.61	£8,128.77	£4,496.87	£54,311.64	£4,496.87	£46,182.87
	96	£40,925.00	£42,850.00	£3,570.83	£22.21	£8,355.75	£4,657.50	£55,863.25	£4,657.50	£47,507.50
10	101	£39,053.00	£40,978.00	£3,414.83	£21.24	£7,990.71	£4,399.16	£53,367.87	£4,399.16	£45,377.16
	102	£40,385.00	£42,310.00	£3,525.83	£21.93	£8,250.45	£4,582.98	£55,143.43	£4,582.98	£46,892.98
	103	£41,681.00	£43,606.00	£3,633.83	£22.60	£8,503.17	£4,761.83	£56,871.00	£4,761.83	£48,367.83
	104	£42,977.00	£44,902.00	£3,741.83	£23.27	£8,755.89	£4,940.68	£58,598.57	£4,940.68	£49,842.68
	105	£44,285.00	£46,210.00	£3,850.83	£23.95	£9,010.95	£5,121.18	£60,342.13	£5,121.18	£51,331.18
	106	£45,605.00	£47,530.00	£3,960.83	£24.64	£9,268.35	£5,303.34	£62,101.69	£5,303.34	£52,833.34
11	111	£44,513.00	£46,438.00	£3,869.83	£24.07	£9,055.41	£5,152.64	£60,646.05	£5,152.64	£51,590.64
	112	£46,001.00	£47,926.00	£3,993.83	£24.84	£9,345.57	£5,357.99	£62,629.56	£5,357.99	£53,283.99
	113	£47,501.00	£49,426.00	£4,118.83	£25.62	£9,638.07	£5,564.99	£64,629.06	£5,564.99	£54,990.99
	114	£49,013.00	£50,938.00	£4,244.83	£26.40	£9,932.91	£5,773.64	£66,644.55	£5,773.64	£56,711.64
	115	£50,501.00	£52,461.00	£4,371.75	£27.19	£10,229.90	£5,983.82	£68,674.71	£5,983.82	£58,444.82
	116	£52,001.00	£54,019.00	£4,501.58	£28.00	£10,533.71	£6,198.82	£70,751.53	£6,198.82	£60,217.82
12	121	£49,649.00	£51,576.00	£4,298.00	£26.73	£10,057.32	£5,861.69	£67,495.01	£5,861.69	£57,437.69
	122	£51,329.00	£53,321.00	£4,443.42	£27.64	£10,397.60	£6,102.50	£69,821.09	£6,102.50	£59,423.50
	123	£53,009.00	£55,066.00	£4,588.83	£28.54	£10,737.87	£6,343.31	£72,147.18	£6,343.31	£61,409.31
	124	£54,689.00	£56,811.00	£4,734.25	£29.45	£11,078.15	£6,584.12	£74,473.26	£6,584.12	£63,395.12
	125	£56,393.00	£58,582.00	£4,881.83	£30.36	£11,423.49	£6,828.52	£76,834.01	£6,828.52	£65,410.52
	126	£58,061.00	£60,314.00	£5,026.17	£31.26	£11,761.23	£7,067.53	£79,142.76	£7,067.53	£67,381.53
13	131	£58,385.00	£60,429.00	£5,035.75	£31.32	£11,783.66	£7,083.40	£79,296.06	£7,083.40	£67,512.40
	132	£60,365.00	£62,478.00	£5,206.50	£32.38	£12,183.21	£7,366.16	£82,027.37	£7,366.16	£69,844.16
	133	£62,357.00	£64,540.00	£5,378.33	£33.45	£12,585.30	£7,650.72	£84,776.02	£7,650.72	£72,190.72
	134	£64,349.00	£66,602.00	£5,550.17	£34.52	£12,987.39	£7,935.28	£87,524.67	£7,935.28	£74,537.28
	135	£66,341.00	£68,663.00	£5,721.92	£35.59	£13,389.29	£8,219.69	£90,271.98	£8,219.69	£76,882.69
	136	£68,333.00	£70,725.00	£5,893.75	£36.66	£13,791.38	£8,504.25	£93,020.63	£8,504.25	£79,229.25
14	141	£68,465.00	£70,862.00	£5,905.17	£36.73	£13,818.09	£8,523.16	£93,203.25	£8,523.16	£79,385.16
	142	£70,793.00	£73,271.00	£6,105.92	£37.98	£14,287.85	£8,855.60	£96,414.44	£8,855.60	£82,126.60
	143	£73,145.00	£75,706.00	£6,308.83	£39.24	£14,762.67	£9,191.63	£99,660.30	£9,191.63	£84,897.63
	144	£75,485.00	£78,127.00	£6,510.58	£40.50	£15,234.77	£9,525.73	£102,887.49	£9,525.73	£87,652.73
	145	£77,825.00	£80,549.00	£6,712.42	£41.75	£15,707.06	£9,859.96	£106,116.02	£9,859.96	£90,408.96
	146	£80,189.00	£82,996.00	£6,916.33	£43.02	£16,184.22	£10,197.65	£109,377.87	£10,197.65	£93,193.65
15	151	£94,133.00	£97,428.00	£8,119.00	£50.50	£18,998.46	£12,189.26	£128,615.72	£12,189.26	£109,617.26
	152	£96,977.00	£100,372.00	£8,364.33	£52.03	£19,572.54	£12,595.54	£132,540.08	£12,595.54	£112,967.54
	153	£99,941.00	£103,439.00	£8,619.92	£53.62	£20,170.61	£13,018.78	£136,628.39	£13,018.78	£116,457.78
	154	£103,073.00	£106,681.00	£8,890.08	£55.30	£20,802.80	£13,466.18	£140,949.97	£13,466.18	£120,147.18
	155	£106,085.00	£109,798.00	£9,149.83	£56.91	£21,410.61	£13,896.32	£145,104.93	£13,896.32	£123,694.32
	156	£109,421.00	£113,251.00	£9,437.58	£58.70	£22,083.95	£14,372.84	£149,707.78	£14,372.84	£127,623.84
16	161	£115,853.00	£119,908.00	£9,992.33	£62.15	£23,382.06	£15,291.50	£158,581.56	£15,291.50	£135,199.50
	162	£118,697.00	£122,852.00	£10,237.67	£63.68	£23,956.14	£15,697.78	£162,505.92	£15,697.78	£138,549.78
	163	£121,553.00	£125,808.00	£10,484.00	£65.21	£24,532.56	£16,105.70	£166,446.26	£16,105.70	£141,913.70
	164	£124,409.00	£128,764.00	£10,730.33	£66.74	£25,108.98	£16,513.63	£170,386.61	£16,513.63	£145,277.63
	165	£127,265.00	£131,720.00	£10,976.67	£68.27	£25,685.40	£16,921.56	£174,326.96	£16,921.56	£148,641.56

Pay scale for 2023/24 reflects the removal of the lowest spinal point from April 2023 (part of the 2022 pay award)