

Payscale WEF 01/04/2019						
	a	b	c	d	e	Hay Job Units
Chief Executive	129,389					Spot Salary
Strategic Director	106,433					Spot salary
1	77,276	75,243	73,208	71,175	69,143	770-899
2	65,496	63,773	62,050	60,328	58,605	630-769
3	54,182	52,755	51,330	49,904	48,476	540-629
4	47,642	46,390	45,136	43,882	42,628	450-539
5	41,456	40,366	39,275	38,381	37,583	391-449
6	37,263	36,281	35,301	34,322	33,338	331-390
7	32,934	32,070	31,202	30,337	29,170	276-330
8	28,604	27,735	26,885	26,373	26,029	221-275
9	25,619	24,966	24,312	23,657	23,003	171-220
10	22,631	21,982	21,329	20,675	20,528	121-170
11	20,029	19,531	19,033	18,531	18,034	61-120
12	17,539	17,364				BELOW 60

Waverley is committed to paying at least the Living Wage, as set by the Living Wage Foundation. The Living Wage is set in November and we will amend the lowest points on our paycales each April in order to maintain our position as a Living Wage Employer.

APPRENTICES

	Annual Rate	Weekly Rate	Hourly Rate	
Year 2 - 25 + over	14,994	£288.35	£8.22	National Living Wage
Year 2- 21 - 24 yrs	14,063	£270.44	£7.71	£8.21
Year 2- 18 - 20	11,224	£215.85	£6.15	
Year 2- under 18	9,059	£174.20	£4.96	
Year 1*	8,053	£154.86	£4.41	

* This rate is for apprentices aged 16 to 18 and those aged 19 or over who are in their first year. The National Living Wage, introduced from Apr 16, has come into place at Waverley for Apprentices who are 25 years or older during the second year of their apprenticeship. All other Apprentices are paid at least the National Minimum Wage, as outlined for Apprentices. Any changes to the NLW/NMW rates will come into immediate effect once the new rates are introduced by the government.

NATIONAL GRADUATE SCHEME

Year 1	25,755
Year 2	26,596

Professional Planner Salary Scales

Grade	a	b	c	d	e	Hay Job Units	Leave in Days
P3	59,232	57,258	55,281	53,306	51,331	540-629	29/32
P4	50,024	48,711	47,393	46,077	44,760	450-539	29/32
P5	45,602	44,403	43,203	42,218	41,341	391-449	26/29
P6	38,863	37,523	36,194	34,887	33,251	276-330	24/27
P7	32,894	31,209	29,438	27,851	26,029	221-275	24/27

* Progression to P7b and above will be dependent on meeting in full the criteria for membership of the Royal Town Planning Institute.

Casual Rates

Mon - Fri	9.30
Sat/Sun before 6pm	9.30
Sat/Sun 6pm - Midnight	11.80
Sat/Sun - after midnight	15.22