

Pay and Grading Model – Local Government Employees 2025/26



		Pay Scales 2025			Pay Scales 2026			
Level	SCP	Hourly rate	35 hours	37 hours	Hourly rate	35 hours	37 hours	
Grade 1	1	21	£13.48	£24,601	£26,007	£13.95	£25,459	£26,913
		22	£13.64	£24,893	£26,315	£14.12	£25,769	£27,241
	2	23	£13.79	£25,167	£26,605	£14.27	£26,043	£27,531
		24	£13.90	£25,367	£26,817	£14.39	£26,262	£27,762
	3	25	£14.02	£25,586	£27,049	£14.51	£26,481	£27,994
		26	£14.18	£25,878	£27,357	£14.68	£26,791	£28,322
	4	27	£14.33	£26,152	£27,647	£14.83	£27,065	£28,611
		28	£14.49	£26,444	£27,955	£15.00	£27,375	£28,939
		29	£14.65	£26,736	£28,264	£15.16	£27,667	£29,248

		Pay Scales 2025			Pay Scales 2026			
Level	SCP	Hourly rate	35 hours	37 hours	Hourly rate	35 hours	37 hours	
Grade 2	5	31	£15.01	£27,393	£28,958	£15.54	£28,360	£29,981
		33	£15.35	£28,014	£29,614	£15.89	£28,999	£30,656
		35	£15.75	£28,744	£30,386	£16.30	£29,747	£31,447
		37	£16.14	£29,455	£31,139	£16.70	£30,477	£32,219
	6	39	£16.54	£30,185	£31,910	£17.12	£31,244	£33,029
		41	£16.78	£30,623	£32,373	£17.37	£31,700	£33,512
		43	£17.24	£31,463	£33,261	£17.84	£32,558	£34,418
		45	£17.51	£31,956	£33,782	£18.12	£33,069	£34,959
	7	47	£17.97	£32,795	£34,669	£18.60	£33,945	£35,885
		49	£18.45	£33,671	£35,595	£19.10	£34,857	£36,849
		51	£18.93	£34,547	£36,521	£19.59	£35,752	£37,795
		53	£19.45	£35,496	£37,524	£20.13	£36,737	£38,836
	8	55	£19.96	£36,427	£38,508	£20.66	£37,704	£39,859
		57	£20.53	£37,467	£39,608	£21.25	£38,781	£40,997
		59	£21.13	£38,562	£40,766	£21.87	£39,913	£42,193
		61	£21.75	£39,694	£41,962	£22.51	£41,081	£43,428

		Pay Scales 2025			Pay Scales 2026			
Level	SCP	Hourly rate	35 hours	37 hours	Hourly rate	35 hours	37 hours	
Grade 3	9	63	£22.36	£40,807	£43,139	£23.14	£42,230	£44,644
		65	£22.85	£41,701	£44,084	£23.65	£43,161	£45,627
		67	£23.51	£42,906	£45,357	£24.33	£44,402	£46,939
		69	£24.16	£44,092	£46,611	£25.01	£45,643	£48,251
	10	71	£24.86	£45,369	£47,962	£25.73	£46,957	£49,640
		73	£25.37	£46,300	£48,946	£26.26	£47,924	£50,663
		75	£26.14	£47,705	£50,431	£27.05	£49,366	£52,187
	11	77	£26.90	£49,092	£51,898	£27.84	£50,808	£53,711
		79	£27.74	£50,625	£53,518	£28.71	£52,396	£55,390
		81	£28.57	£52,140	£55,120	£29.57	£53,965	£57,049

		Pay Scales 2025			Pay Scales 2026			
Level	SCP	Hourly rate	35 hours	37 hours	Hourly rate	35 hours	37 hours	
Grade 4	12	82	£29.00	£52,925	£55,949	£30.02	£54,786	£57,917
		84	£29.90	£54,567	£57,685	£30.95	£56,484	£59,711
		86	£30.76	£56,137	£59,345	£31.84	£58,108	£61,428
	13	87	£31.22	£56,976	£60,232	£32.31	£58,966	£62,335
		89	£32.21	£58,783	£62,142	£33.34	£60,845	£64,322
		91	£33.14	£60,480	£63,936	£34.30	£62,597	£66,174
	14	92	£33.65	£61,411	£64,920	£34.83	£63,565	£67,197
		94	£34.70	£63,327	£66,946	£35.91	£65,536	£69,280
		96	£35.70	£65,152	£68,875	£36.95	£67,434	£71,287

		Pay Scales 2025			Pay Scales 2026			
Level	SCP	Hourly rate	35 hours	37 hours	Hourly rate	35 hours	37 hours	
Grade 5	15	98	£36.76	£67,087	£70,920	£38.05	£69,441	£73,409
		99	£37.37	£68,200	£72,097	£38.68	£70,591	£74,625
		100	£37.88	£69,131	£73,081	£39.21	£71,558	£75,647
	16	103	£39.58	£72,233	£76,361	£40.97	£74,770	£79,043
		104	£40.23	£73,420	£77,615	£41.64	£75,993	£80,335
		105	£40.81	£74,478	£78,734	£42.24	£77,088	£81,493
	17	107	£42.09	£76,814	£81,203	£43.56	£79,497	£84,039
		108	£42.72	£77,964	£82,419	£44.22	£80,701	£85,313
		109	£43.35	£79,114	£83,634	£44.87	£81,888	£86,567