

# Lancashire Pay Spine

| SCP | 01/04/19 Grades                 | 01/04/19 SCP | 01/04/19 Annual £  | 01/04/19 Monthly £ | 01/04/19 Hourly £ |
|-----|---------------------------------|--------------|--------------------|--------------------|-------------------|
| 6   | Grade 1<br>164 - 229 NJC points | SCP 1        | £17,364            | £1,447             | £9.00             |
| FLW | FOUNDATION LIVING WAGE (FLW)    | FLW          | £17,364            | £1,447             | £9.00             |
| 11  | Grade 3                         | SCP 3        | £18,065            | £1,505             | £9.36             |
| 12  | 255 - 299 NJC points            | SCP 4        | £18,426            | £1,536             | £9.55             |
| 15  | Grade 4                         | SCP 5        | £18,795            | £1,566             | £9.74             |
| 16  | 300 - 359 NJC points            | SCP 6        | £19,171            | £1,598             | £9.94             |
| 18  | Grade 5                         | SCP 7        | £19,554            | £1,630             | £10.14            |
| 19  | 360 - 419 NJC points            | SCP 8        | £19,945            | £1,662             | £10.34            |
| 20  | 158 - 186 Hay points            | SCP 9        | £20,344            | £1,695             | £10.54            |
|     |                                 | SCP 10       | £20,751            | £1,729             | £10.76            |
| 21  |                                 | SCP 11       | £21,166            | £1,764             | £10.97            |
| 22  |                                 | SCP 12       | £21,589            | £1,799             | £11.19            |
|     |                                 | SCP 13       | Currently Inactive |                    |                   |
| 23  | Grade 6                         | SCP 14       | £22,462            | £1,872             | £11.64            |
| 24  | 420 - 479 NJC points            | SCP 15       | £22,911            | £1,909             | £11.88            |
|     | 187 - 222 Hay points            | SCP 16       | Currently Inactive |                    |                   |
| 25  |                                 | SCP 17       | £23,836            | £1,986             | £12.35            |
|     |                                 | SCP 18       | Currently Inactive |                    |                   |
| 26  |                                 | SCP 19       | £24,799            | £2,067             | £12.85            |
| 27  | Grade 7                         | SCP 20       | £25,295            | £2,108             | £13.11            |
|     | 480 - 539 NJC points            | SCP 21       | Currently Inactive |                    |                   |
| 28  | 223 - 264 Hay points            | SCP 22       | £26,317            | £2,193             | £13.64            |
| 29  |                                 | SCP 23       | £26,999            | £2,250             | £13.99            |
| 30  |                                 | SCP 24       | £27,905            | £2,325             | £14.46            |
| 31  |                                 | SCP 25       | £28,785            | £2,399             | £14.92            |
| 32  |                                 | SCP 26       | £29,636            | £2,470             | £15.36            |
| 33  | Grade 8                         | SCP 27       | £30,507            | £2,542             | £15.81            |
| 34  | 540 - 599 NJC points            | SCP 28       | £31,371            | £2,614             | £16.26            |
| 35  | 265 - 313 Hay points            | SCP 29       | £32,029            | £2,669             | £16.60            |
| 36  |                                 | SCP 30       | £32,878            | £2,740             | £17.04            |
| 37  | Grade 9                         | SCP 31       | £33,799            | £2,817             | £17.52            |
| 38  | 600 - 659 NJC points            | SCP 32       | £34,788            | £2,899             | £18.03            |
| 39  | 314 - 373 Hay points            | SCP 33       | £35,934            | £2,995             | £18.63            |
| 40  |                                 | SCP 34       | £36,876            | £3,073             | £19.11            |
| 41  |                                 | SCP 35       | £37,849            | £3,154             | £19.62            |
| 42  | Grade 10                        | SCP 36       | £38,813            | £3,234             | £20.12            |
| 43  | 660 - 719 NJC points            | SCP 37       | £39,782            | £3,315             | £20.62            |
| 44  | 374 - 443 Hay points            | SCP 38       | £40,760            | £3,397             | £21.13            |
| 45  |                                 | SCP 39       | £41,675            | £3,473             | £21.60            |
| 46  |                                 | SCP 40       | £42,683            | £3,557             | £22.12            |
| 47  | Grade 11                        | SCP 41       | £43,662            | £3,639             | £22.63            |
| 48  | 720 - 779 NJC points            | SCP 42       | £44,632            | £3,719             | £23.13            |
| 49  | 444 - 526 Hay points            | SCP 43       | £45,591            | £3,799             | £23.63            |
| 50  |                                 | SCP 44       | £46,566            | £3,881             | £24.14            |
| 51  | Grade 12                        | SCP 45       | £47,575            | £3,965             | £24.66            |
| 52  | 780 - 849 NJC points            | SCP 46       | £48,531            | £4,044             | £25.15            |
| 53  | 527 - 645 Hay points            | SCP 47       | £49,520            | £4,127             | £25.67            |
| 54  |                                 | SCP 48       | £50,514            | £4,210             | £26.18            |
| 55  |                                 | SCP 49       | Currently Inactive |                    |                   |
| 56  | Currently Inactive              | SCP 50       | Currently Inactive |                    |                   |
| 57  |                                 | SCP 51       | Currently Inactive |                    |                   |
| 58  | Grade 13                        | SCP 52       | £55,902            | £4,659             | £28.98            |
| 59  | 850 - 909 NJC points            | SCP 53       | £56,953            | £4,746             | £29.52            |
| 60  | 646 - 765 Hay points            | SCP 54       | £58,009            | £4,834             | £30.07            |
| 61  |                                 | SCP 55       | £58,662            | £4,889             | £30.41            |
| 62  |                                 | SCP 56       | £59,812            | £4,984             | £31.00            |
| 63  |                                 | SCP 57       | £60,962            | £5,080             | £31.60            |
| 64  |                                 | SCP 58       | Currently Inactive |                    |                   |
| 65  | Currently Inactive              | SCP 59       | Currently Inactive |                    |                   |
| 66  |                                 | SCP 60       | Currently Inactive |                    |                   |
| 67  | Grade 14                        | SCP 61       | £65,909            | £5,492             | £34.16            |
| 68  | 910 - 969 NJC points            | SCP 62       | £67,177            | £5,598             | £34.82            |
| 69  | 766 - 909 Hay points            | SCP 63       | £68,439            | £5,703             | £35.47            |
| 70  |                                 | SCP 64       | £69,465            | £5,789             | £36.01            |
| 71  |                                 | SCP 65       | £70,861            | £5,905             | £36.73            |
| 72  |                                 | SCP 66       | £72,251            | £6,021             | £37.45            |
| 73  |                                 | SCP 67       | Currently Inactive |                    |                   |
| 74  | Currently Inactive              | SCP 68       | Currently Inactive |                    |                   |
| 75  |                                 | SCP 69       | Currently Inactive |                    |                   |
| 76  | D1                              | SCP 70       | £82,880            | £6,907             | £42.96            |
| 77  | 910 - 1065 Hay points           | SCP 71       | £84,900            | £7,075             | £44.01            |
| 78  |                                 | SCP 72       | £86,926            | £7,244             | £45.06            |
| 79  |                                 | SCP 73       | £88,950            | £7,413             | £46.11            |
| 80  |                                 | SCP 74       | £90,973            | £7,581             | £47.15            |
| 81  | Grade 15                        | SCP 75       | £92,775            | £7,731             | £48.09            |
| 82  | D2                              | SCP 76       | £94,800            | £7,900             | £49.14            |
| 83  | 1066 - 1194 Hay points          | SCP 77       | £96,825            | £8,069             | £50.19            |
| 84  |                                 | SCP 78       | £98,851            | £8,238             | £51.24            |
| 85  |                                 | SCP 79       | £100,871           | £8,406             | £52.28            |
| 86  |                                 | SCP 80       | £111,439           | £9,287             | £57.76            |
| 87  | D3                              | SCP 81       | £114,092           | £9,508             | £59.14            |
| 88  | 1195 - 1339 Hay points          | SCP 82       | £116,745           | £9,729             | £60.51            |
| 89  |                                 | SCP 83       | £119,398           | £9,950             | £61.89            |
| 90  |                                 | SCP 84       | £122,052           | £10,171            | £63.26            |
| 91  | Grade 16                        | SCP 85       | £126,173           | £10,514            | £65.40            |
| 92  | ED                              | SCP 86       | £128,914           | £10,743            | £66.82            |
| 93  | 1340 - 2060 Hay points          | SCP 87       | £131,650           | £10,971            | £68.24            |
| 94  |                                 | SCP 88       | £134,388           | £11,199            | £69.66            |
| 95  |                                 | SCP 89       | £137,123           | £11,427            | £71.07            |
| 96  | CE                              | SCP 90       | £211,023           | £17,585            | £109.38           |