

**Pay Group 3 - Effective from 1 April 2025 to 31 March 2026**

Workday - Grade Profile	
Pay Group 3/A	
Pay Group 3/B	
Pay Group 3/C	

Grade	Mid-Point	Market		Market Plus	
		Min	Max	Min	Max
A	£25,200	£25,000	£27,720	£27,721	£32,760
B	£26,860	£25,517	£29,546	£29,547	£34,918
C	£31,010	£29,460	£34,111	£34,112	£40,313

Workday - Grade Profile	
Pay Group 3/D	
Pay Group 3/E	
Pay Group 3/F	
Pay Group 3/G	

Grade	Mid-Point	Market Primary		Market		Market Plus	
		Min	Max	Min	Max	Min	Max
D	£44,250	£39,825	£42,037	£42,038	£48,675	£48,676	£59,738
E	£66,500	£59,850	£63,174	£63,175	£73,150	£73,151	£89,775
F	£89,640	£76,194					£138,942
G	£123,520	£104,992					£191,456

Anyone at grade E, F and G who has not consolidated their car allowance must have this added to base pay when calculating the position in the pay range.

**Pay Group 4 - Effective from 1 April 2025 to 31 March 2026**

Workday - Grade Profile	
Pay Group 4/A	
Pay Group 4/B	
Pay Group 4/C	

Grade	Mid-Point	Market		Market Plus	
		Min	Max	Min	Max
A	£27,730	£26,344	£30,503	£30,504	£36,049
B	£29,550	£28,073	£32,505	£32,506	£38,415
C	£34,100	£32,395	£37,510	£37,511	£44,330

Workday - Grade Profile	
Pay Group 4/D	
Pay Group 4/E	
Pay Group 4/F	
Pay Group 4/G	

Grade	Mid-Point	Market Primary		Market		Market Plus	
		Min	Max	Min	Max	Min	Max
D	£48,670	£43,803	£46,236	£46,237	£53,537	£53,538	£65,705
E	£72,650	£65,385	£69,017	£69,018	£79,915	£79,916	£98,078
F	£98,130	£83,411					£152,102
G	£135,070	£114,810					£209,359

Anyone at grade E, F and G who has not consolidated their car allowance must have this added to base pay when calculating the position in the pay range.

**Pay Group 5 - Effective from 1 April 2025 to 31 March 2026**

Workday - Grade Profile	
Pay Group 5/A	
Pay Group 5/B	
Pay Group 5/C	

Grade	Mid-Point	Market		Market Plus	
		Min	Max	Min	Max
A	£30,230	£28,719	£33,253	£33,254	£39,299
B	£32,220	£30,609	£35,442	£35,443	£41,886
C	£37,200	£35,340	£40,920	£40,921	£48,360

Workday - Grade Profile	
Pay Group 5/D	
Pay Group 5/E	
Pay Group 5/F	
Pay Group 5/G	

Grade	Mid-Point	Market Primary		Market		Market Plus	
		Min	Max	Min	Max	Min	Max
D	£53,100	£47,790	£50,444	£50,445	£58,410	£58,411	£71,685
E	£78,810	£70,929	£74,869	£74,870	£86,691	£86,692	£106,394
F	£106,400	£90,440					£164,920
G	£146,650	£124,653					£227,308

Anyone at grade E, F and G who has not consolidated their car allowance must have this added to base pay when calculating the position in the pay range.

**Pay Group 6 - Effective from 1 April 2025 to 31 March 2026**

Workday - Grade Profile	
Pay Group 6/A	
Pay Group 6/B	
Pay Group 6/C	

Grade	Mid-Point	Market		Market Plus	
		Min	Max	Min	Max
A	£32,770	£31,132	£36,047	£36,048	£42,601
B	£34,900	£33,155	£38,390	£38,391	£45,370
C	£40,310	£38,295	£44,341	£44,342	£52,403

Workday - Grade Profile	
Pay Group 6/D	
Pay Group 6/E	
Pay Group 6/F	
Pay Group 6/G	

Grade	Mid-Point	Market Primary		Market		Market Plus	
		Min	Max	Min	Max	Min	Max
D	£57,530	£51,777	£54,653	£54,654	£63,283	£63,284	£77,666
E	£84,960	£76,464	£80,711	£80,712	£93,456	£93,457	£114,696
F	£114,900	£97,665					£178,095
G	£158,340	£134,589					£245,427

Anyone at grade E, F and G who has not consolidated their car allowance must have this added to base pay when calculating the position in the pay range.

**Pay Group 7 - Effective from 1 April 2025 to 31 March 2026**

Workday - Grade Profile	
Pay Group 7/A	
Pay Group 7/B	
Pay Group 7/C	

Grade	Mid-Point	Market		Market Plus	
		Min	Max	Min	Max
A	£35,290	£33,526	£38,819	£38,820	£45,877
B	£37,590	£35,711	£41,349	£41,350	£48,867
C	£43,410	£41,240	£47,751	£47,752	£56,433

Workday - Grade Profile	
Pay Group 7/D	
Pay Group 7/E	
Pay Group 7/F	
Pay Group 7/G	

Grade	Mid-Point	Market Primary		Market		Market Plus	
		Min	Max	Min	Max	Min	Max
D	£61,950	£55,755	£58,852	£58,853	£68,145	£68,146	£83,633
E	£91,110	£81,999	£86,554	£86,555	£100,221	£100,222	£122,999
F	£123,160	£104,686					£190,898
G	£169,910	£144,424					£263,361

Anyone at grade E, F and G who has not consolidated their car allowance must have this added to base pay when calculating the position in the pay range.

**Pay Group 8 - Effective from 1 April 2025 to 31 March 2026**

Workday - Grade Profile
Pay Group 8/A
Pay Group 8/B
Pay Group 8/C

Grade	Mid-Point	Market		Market Plus	
		Min	Max	Min	Max
A	£37,810	£35,920	£41,591	£41,592	£49,153
B	£40,270	£38,257	£44,297	£44,298	£52,351
C	£46,510	£44,185	£51,161	£51,162	£60,463

Workday - Grade Profile
Pay Group 8/D
Pay Group 8/E
Pay Group 8/F
Pay Group 8/G

Grade	Mid-Point	Market Primary		Market		Market Plus	
		Min	Max	Min	Max	Min	Max
D	£66,380	£59,742	£63,060	£63,061	£73,018	£73,019	£89,613
E	£97,280	£87,552	£92,415	£92,416	£107,008	£107,009	£131,328
F	£131,540	£111,809					£203,887
G	£181,610	£154,369					£281,496

Anyone at grade E, F and G who has not consolidated their car allowance must have this added to base pay when calculating the position in the pay range.

**Pay Group 9 - Effective from 1 April 2025 to 31 March 2026**

Workday - Grade Profile
Pay Group 9/A
Pay Group 9/B
Pay Group 9/C

Grade	Mid-Point	Market		Market Plus	
		Min	Max	Min	Max
A	£40,320	£38,304	£44,352	£44,353	£52,416
B	£42,960	£40,812	£47,256	£47,257	£55,848
C	£49,610	£47,130	£54,571	£54,572	£64,493

Workday - Grade Profile
Pay Group 9/D
Pay Group 9/E
Pay Group 9/F
Pay Group 9/G

Grade	Mid-Point	Market Primary		Market		Market Plus	
		Min	Max	Min	Max	Min	Max
D	£70,790	£63,711	£67,250	£67,251	£77,869	£77,870	£95,567
E	£103,430	£93,087	£98,258	£98,259	£113,773	£113,774	£139,631
F	£140,040	£119,034					£217,062
G	£193,300	£164,305					£299,615

Anyone at grade E, F and G who has not consolidated their car allowance must have this added to base pay when calculating the position in the pay range.

**Pay Group 10 - Effective from 1 April 2025 to 31 March 2026**

Workday - Grade Profile
Pay Group 10/A
Pay Group 10/B
Pay Group 10/C

Grade	Mid-Point	Market		Market Plus	
		Min	Max	Min	Max
A	£42,850	£40,708	£47,135	£47,136	£55,705
B	£45,650	£43,368	£50,215	£50,216	£59,345
C	£52,710	£50,075	£57,981	£57,982	£68,523

Workday - Grade Profile
Pay Group 10/D
Pay Group 10/E
Pay Group 10/F
Pay Group 10/G

Grade	Mid-Point	Market Primary		Market		Market Plus	
		Min	Max	Min	Max	Min	Max
D	£75,240	£67,716	£71,477	£71,478	£82,764	£82,765	£101,574
E	£109,580	£98,622	£104,100	£104,101	£120,538	£120,539	£147,933
F	£148,290	£126,047					£229,850
G	£204,880	£174,148					£317,564

Anyone at grade E, F and G who has not consolidated their car allowance must have this added to base pay when calculating the position in the pay range.