

**GCC & School Support Staff Grading Structure**  
**("Green Book" Employees")**  
**April 2020**

Grade (April 2020)	SCP (April 2020)	Salary (April 2020)
Grade 1 (previously Grade B)	1	£17,842
Grade 2 (previously Grade C)	2	£18,198
	3	£18,562
Grade 3 (previously Grade D)	4	£18,933
	5	£19,312
	6	£19,698
Grade 4 (previously Grade E)	7	£20,092
	8	£20,493
	9	£20,903
	10	£21,322
Grade 5 (previously Grade F)	11	£21,748
	12	£22,183
	13	£22,627
	14	£23,080
Grade 6 (previously Grade G)	15	£23,541
	16	£24,012
	17	£24,491
	18	£24,982
	19	£25,481
	20	£25,991
Grade 7 (previously Grade H)	21	£26,511
	22	£27,041
	23	£27,741
	24	£28,672
	25	£29,577
Grade 8 (previously Grade I)	26	£30,451
	27	£31,346
	28	£32,234
	29	£32,910
	30	£33,782
Grade 9 (previously Grade J)	31	£34,728
	32	£35,745
	33	£36,922
	34	£37,890
	35	£38,890
	36	£39,880
Grade 10 (previously Grade K)	37	£40,876
	38	£41,881
	39	£42,821
	40	£43,857
Grade 11 (previously Grade L)	41	£44,863
	42	£45,859
	43	£46,845

These pay scales reflect the last negotiated pay award by the National Joint Council for Local Government Services covering 2020-21 and the local GCC Pay and Grade restructure Sept 2019.

Progression is subject to the provisions of the Salary Progression Scheme.

<b>Job Evaluation grades &amp; points</b>	
Grade 1: 1 Up to 262 points	Grade 6: 384 – 421 points
Grade 2: 263 – 285 points	Grade 7: 422 – 459 points
Grade 3: 286 – 315 points	Grade 8: 460 – 506 points
Grade 4: 316 – 350 points	Grade 9: 507 – 540 points
Grade 5: 351 – 383 points	Grade 10: 541 – 585 points
Grade 11: 586 and above points	

<b>Notice Periods</b>	
Grades 1-7	1 month
Grades 8-9	2 month
Grades 10-11	3 month