

**GCC & School Support Staff Grading Structure**  
**("Green Book" Employees")**  
**April 2022**

Grade (April 2022)	SCP (April 2022)	Salary (April 2022)	Apprenticeship 80% salary
Grade 1	1	£20,258	
Grade 2	2	£20,441	
	3	£20,812	
Grade 3	4	£21,189	£16,951
	5	£21,575	£17,260
	6	£21,968	£17,574
Grade 4	7	£22,396	£17,917
	8	£22,777	£18,222
	9	£23,194	£18,555
	10	£23,620	£18,896
Grade 5	11	£24,054	£19,243
	12	£24,496	£19,597
	13	£24,948	£19,958
	14	£25,409	£20,327
Grade 6	15	£25,878	£20,702
	16	£26,357	£21,086
	17	£26,845	£21,476
	18	£27,344	£21,875
	19	£27,852	£22,282
	20	£28,371	£22,697
Grade 7	21	£28,900	£23,120
	22	£29,439	£23,551
	23	£30,151	£24,121
	24	£31,099	£24,879
	25	£32,020	£25,616
Grade 8	26	£32,909	£26,327
	27	£33,820	£27,056
	28	£34,723	£27,778
	29	£35,411	£28,329
	30	£36,298	£29,038
Grade 9	31	£37,261	£29,809
	32	£38,296	£30,637
	33	£39,493	£31,594
	34	£40,478	£32,382
	35	£41,496	£33,197
	36	£42,503	£34,002
Grade 10	37	£43,516	£34,813
	38	£44,539	£35,631
	39	£45,495	£36,396
	40	£46,549	£37,239
Grade 11	41	£47,573	£38,058
	42	£48,587	£38,870
	43	£49,590	£39,672

These pay scales reflect the last negotiated pay award by the National Joint Council for Local Government Services covering 2022-23 and the local GCC Pay and Grade restructure Sept 2019.

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

Job Evaluation grades & points	
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	

Notice Periods	
Grades 1-7	1 month
Grades 8-9	2 month
Grades 10-11	3 month

Apprenticeship Pay Rates	
Level	Pay Rate per annum
Level 2	£11,882
Level 3	£14,108
Level 4 & above	80% of the grade