

Cumbria County Council
Job Families Pay and Grading Structure - Applicable from 15th November 2021

Leadership (Executive Directors / Assistant Directors)										
Grade	Grade Level A or B	SCP	Annual Full Time Salary £	Hourly Rate £	Job Family					
					Business Support	Customer Engagement	Operations	Organisational Support	People Care and Development	Regulation and Technical
19	B	63	£73,176	£37.9300			OP19	OS19	PCD19	RT19
	A	61	£70,598	£36.5900						
18	B	54	£59,621	£30.9000				OS18i / OS18ii	PCD18	RT18i / RT18ii
	A	52	£57,024	£29.5600						
17	B	47	£51,055	£26.4600						
	A	45	£48,984	£25.3900		CE17	OP17	OS17		RT17
16	B	41	£44,863	£23.2500						
	A	40	£43,857	£22.7300			OP16	OS16	PCD16	RT16
15	B	37	£40,876	£21.1900						
	A	36	£39,880	£20.6700			OP15	OS15	PCD15	RT15
14	B	35	£38,890	£20.1600						
	A	34	£37,890	£19.6400		CE14		OS14	PCD14	RT14
13	B	33	£36,922	£19.1400						
	A	32	£35,745	£18.5300			OP13		PCD13	RT13
12	B	31	£34,728	£18.0000						
	A	30	£33,782	£17.5100	BS12	CE12		OS12	PCD12i / PCD12ii	RT12
11	B	28	£32,234	£16.7100						
	A	27	£31,346	£16.2500	BS11	CE11	OP11	OS11		RT11
10	B	26	£30,451	£15.7800						
	A	25	£29,577	£15.3300	BS10	CE10	OP10		PCD10i / PCD10ii	RT10
9	B	24	£28,672	£14.8600						
	A	23	£27,741	£14.3800	BS9		OP9i / OP9ii	OS9		RT9
8	B	20	£25,991	£13.4700						
	A	19	£25,481	£13.2100	BS8	CE8i / CE8ii			PCD8i / PCD8ii	
7	B	14	£23,080	£11.9600						
	A	12	£22,183	£11.5000	BS7		OP7i / OP7ii	OS7	PCD7	RT7
6	B	8	£20,493	£10.6200						
	A	7	£20,092	£10.4100	BS6	CE6				RT6
5	B	6	£19,698	£10.2100						
	A	6	£19,698	£10.2100	BS5	CE5	OP5	OS5	PCD5	
4	B	5	£19,312	£10.0100						
	A	5	£19,312	£10.0100	BS4		OP4		PCD4	RT4
3	B	4	£18,933	£9.8100						
	A	3	£18,562	£9.6200	BS3		OP3		PCD3	
2	B	2	£18,198	£9.4300						
	A	1	£17,842	£9.2500		CE2				
1	B	1	£17,842	£9.2500	BS1		OP1			

*** Living Wage Foundation Living Wage Rate**

The Grades below include a non-contractual pay supplement to increase these rates to the Living Wage Foundation 'UK Living Wage' rate of £9.90 per hour, as outlined below.

			Existing Grade		Supplement		UK Living Wage Rate	
			Annual Full Time Salary £	Hourly Rate £	Annual Full Time Salary £	Hourly Rate £	Annual Full Time Salary £	Hourly Rate £
3	B	4	£18,933	£9.8100	£167	£0.0900	£19,100	£9.9000
	A	3	£18,562	£9.6200	£538	£0.2800	£19,100	£9.9000
2	B	2	£18,198	£9.4300	£902	£0.4700	£19,100	£9.9000
	A	1	£17,842	£9.2500	£1,258	£0.6500	£19,100	£9.9000
1	B	1	£17,842	£9.2500	£1,258	£0.6500	£19,100	£9.9000