

Nurses and Midwives basic pay scales 2018-20, based on current pay offers

		2017	2017-18 INCREASE		2018	2018-19 INCREASE		2019	2019-20 INCREASE		2020	2017-20 INCREASE*		NHS COMPARISON 2020				
PAY GROUP	JOB TITLE	BASIC PAY	%	£	BASIC PAY	%	£	BASIC PAY	%	£	BASIC PAY	%	£	MIN PAY	MAX PAY			
NM01 00	HEALTHCARE ASSISTANT	£24,610	3.1%	£763	£25,373	3.0%	£761	£26,134	*RPI + 1.3%	£1,150	£27,284	10.9%	£2,674	£18,005	£19,337			
NM01 01		£25,225	3.1%	£782	£26,007	3.0%	£780	£26,787	*RPI + 1.3%	£1,179	£27,966	10.9%	£2,741					
NM01 02		£25,729	3.1%	£798	£26,527	3.0%	£796	£27,323	*RPI + 1.3%	£1,202	£28,525	10.9%	£2,796					
NM01 03		£26,233	3.1%	£813	£27,046	3.0%	£811	£27,857	*RPI + 1.3%	£1,226	£29,083	10.9%	£2,850					
NM01 04		£26,735	3.1%	£829	£27,564	3.0%	£827	£28,391	*RPI + 1.3%	£1,249	£29,640	10.9%	£2,905					
NM02 01	SENIOR HEALTHCARE ASSISTANT	£28,762	3.1%	£892	£29,654	3.0%	£890	£30,544	*RPI + 1.3%	£1,344	£31,888	10.9%	£3,126	£19,737	£21,142			
NM02 02		£29,268	3.1%	£907	£30,175	3.0%	£905	£31,080	*RPI + 1.3%	£1,368	£32,448	10.9%	£3,180					
NM02 03		£29,775	3.1%	£923	£30,698	3.0%	£921	£31,619	*RPI + 1.3%	£1,391	£33,010	10.9%	£3,235					
NM02 04		£30,284	3.1%	£939	£31,223	3.0%	£937	£32,160	*RPI + 1.3%	£1,415	£33,575	10.9%	£3,291					
NM03 01	STAFF NURSE	£32,860	3.1%	£1,019	£33,879	3.0%	£1,016	£34,895	*RPI + 1.3%	£1,535	£36,430	10.9%	£3,570	£21,892	£24,157			
NM03 02		£33,369	3.1%	£1,034	£34,403	3.0%	£1,032	£35,435	*RPI + 1.3%	£1,559	£36,994	10.9%	£3,625					
NM03 03		£33,876	3.1%	£1,050	£34,926	3.0%	£1,048	£35,974	*RPI + 1.3%	£1,583	£37,557	10.9%	£3,681					
NM03 04		£34,384	3.1%	£1,066	£35,450	3.0%	£1,064	£36,514	*RPI + 1.3%	£1,607	£38,121	10.9%	£3,737					
NMP4 01	SENIOR STAFF NURSE	£37,997	3.1%	£1,178	£39,175	3.0%	£1,175	£40,350	*RPI + 1.3%	£1,775	£42,125	10.9%	£4,128	£24,907	£30,615			
NMP4 02		£38,795	3.1%	£1,203	£39,998	3.0%	£1,200	£41,198	*RPI + 1.3%	£1,813	£43,011	10.9%	£4,216					
NM04 01		£39,593	3.1%	£1,227	£40,820	3.0%	£1,225	£42,045	*RPI + 1.3%	£1,850	£43,895	10.9%	£4,302					
NM04 02		£40,391	3.1%	£1,252	£41,643	3.0%	£1,249	£42,892	*RPI + 1.3%	£1,887	£44,779	10.9%	£4,388					
NM04 03		£41,191	3.1%	£1,277	£42,468	3.0%	£1,274	£43,742	*RPI + 1.3%	£1,925	£45,667	10.9%	£4,476					
NM04 04		£41,992	3.1%	£1,302	£43,294	3.0%	£1,299	£44,593	*RPI + 1.3%	£1,962	£46,555	10.9%	£4,563					
NMP5 01		SISTER / CHARGE NURSE	£44,060	3.1%	£1,366	£45,426	3.0%	£1,363	£46,789	*RPI + 1.3%	£2,059	£48,848	10.9%			£4,788	£31,365	£37,890
NMP5 02			£45,053	3.1%	£1,397	£46,450	3.0%	£1,394	£47,844	*RPI + 1.3%	£2,105	£49,949	10.9%			£4,896		
NM05 01	£46,048		3.1%	£1,427	£47,475	3.0%	£1,424	£48,899	*RPI + 1.3%	£2,152	£51,051	10.9%	£5,003					
NM05 02	£47,042		3.1%	£1,458	£48,500	3.0%	£1,455	£49,955	*RPI + 1.3%	£2,198	£52,153	10.9%	£5,111					
NM05 03	£48,042		3.1%	£1,489	£49,531	3.0%	£1,486	£51,017	*RPI + 1.3%	£2,245	£53,262	10.9%	£5,220					
NM05 04	£49,040	3.1%	£1,520	£50,560	3.0%	£1,517	£52,077	*RPI + 1.3%	£2,291	£54,368	10.9%	£5,328						
NM06 01	SENIOR SISTER / CHARGE NURSE	£52,631	3.1%	£1,632	£54,263	3.0%	£1,628	£55,891	*RPI + 1.3%	£2,459	£58,350	10.9%	£5,719	£38,890	£44,503			
NM06 02		£53,732	3.1%	£1,666	£55,398	3.0%	£1,662	£57,060	*RPI + 1.3%	£2,511	£59,571	10.9%	£5,839					
NM06 03		£54,833	3.1%	£1,700	£56,533	3.0%	£1,696	£58,229	*RPI + 1.3%	£2,562	£60,791	10.9%	£5,958					
NM06 04		£55,934	3.1%	£1,734	£57,668	3.0%	£1,730	£59,398	*RPI + 1.3%	£2,614	£62,012	10.9%	£6,078					
NM07 01	LEAD NURSE	£57,694	3.1%	£1,789	£59,483	3.0%	£1,784	£61,267	*RPI + 1.3%	£2,696	£63,963	10.9%	£6,269	£38,890	£44,503			
NM07 02		£58,794	3.1%	£1,823	£60,617	3.0%	£1,819	£62,436	*RPI + 1.3%	£2,747	£65,183	10.9%	£6,389					
NM07 03		£59,898	3.1%	£1,857	£61,755	3.0%	£1,853	£63,608	*RPI + 1.3%	£2,799	£66,407	10.9%	£6,509					
NM07 04		£60,998	3.1%	£1,891	£62,889	3.0%	£1,887	£64,776	*RPI + 1.3%	£2,850	£67,626	10.9%	£6,628					
NM08 01	DIVISIONAL LEAD	£61,330	3.1%	£1,901	£63,231	3.0%	£1,897	£65,128	*RPI + 1.3%	£2,866	£67,994	10.9%	£6,664	£45,753	£51,668			
NM08 02		£62,645	3.1%	£1,942	£64,587	3.0%	£1,938	£66,525	*RPI + 1.3%	£2,927	£69,452	10.9%	£6,807					
NM08 03		£63,957	3.1%	£1,983	£65,940	3.0%	£1,978	£67,918	*RPI + 1.3%	£2,988	£70,906	10.9%	£6,949					
NM08 04		£65,267	3.1%	£2,023	£67,290	3.0%	£2,019	£69,309	*RPI + 1.3%	£3,050	£72,359	10.9%	£7,092					
NMC8 01	DIVISIONAL LEAD	£70,930	3.1%	£2,199	£73,129	3.0%	£2,194	£75,323	*RPI + 1.3%	£3,314	£78,637	10.9%	£7,707	£63,751	£87,754			
NMC8 02		£72,309	3.1%	£2,242	£74,551	3.0%	£2,237	£76,788	*RPI + 1.3%	£3,379	£80,167	10.9%	£7,858					
NMC8 03		£73,689	3.1%	£2,284	£75,973	3.0%	£2,279	£78,252	*RPI + 1.3%	£3,443	£81,695	10.9%	£8,006					
NMC8 04		£75,068	3.1%	£2,327	£77,395	3.0%	£2,322	£79,717	*RPI + 1.3%	£3,508	£83,225	10.9%	£8,157					
NMD8 01	DEPUTY DIRECTOR	£77,693	3.1%	£2,408	£80,101	3.0%	£2,403	£82,504	*RPI + 1.3%	£3,630	£86,134	10.9%	£8,441	£91,004	£104,927			
NMD8 02		£79,073	3.1%	£2,451	£81,524	3.0%	£2,446	£83,970	*RPI + 1.3%	£3,695	£87,665	10.9%	£8,592					
NMD8 03		£80,454	3.1%	£2,494	£82,948	3.0%	£2,488	£85,436	*RPI + 1.3%	£3,759	£89,195	10.9%	£8,741					
NMD8 04		£81,833	3.1%	£2,537	£84,370	3.0%	£2,531	£86,901	*RPI + 1.3%	£3,824	£90,725	10.9%	£8,892					

*The RPI figure of 3.1% used for these calculations is the current forecast for September 2019 by the Fiscal Policy Panel. The actual September 2019 RPI figure might be higher or lower. Nurses at some grades will also receive an additional consolidated increase to close the pay gap.

Teachers basic pay scales 2018-20, based on current pay offers

		2017	2017-18 INCREASE		2018	2018-19 INCREASE		2019	2019-20 INCREASE		2020	2017-20 INCREASE*		UK COMPARISON 2019**	
PAY GROUP	JOB TITLE	BASIC PAY	%	£	BASIC PAY	%	£	BASIC PAY	%	£	BASIC PAY	%	£	MIN PAY	MAX PAY
UNQUALIFIED	UNQUALIFIED TEACHER	£31,019	2% + 1.1% cash	£620 + £348 cash	£31,639	2% + 1% cash	£633 + £323 cash	£32,272	*RPI + 1.3%	£1,420	£33,692	8.6% + 2.1% cash	£2,673	£17,208	£27,216
TCH 1	TEACHER	£34,578	2% + 1.1% cash	£692 + 388 cash	£35,270	2% + 1% cash	£705 + £360 cash	£35,975	*RPI + 1.3%	£1,583	£37,558	8.6% + 2.1% cash	£2,980	£23,720	£35,008
TCH 2		£36,819	2% + 1.1% cash	£736 + £413 cash	£37,555	2% + 1% cash	£751 + £383 cash	£38,306	*RPI + 1.3%	£1,685	£39,991	8.6% + 2.1% cash	£3,172		
TCH 3		£39,062	2% + 1.1% cash	£781 + £438 cash	£39,843	2% + 1% cash	£797 + £406 cash	£40,640	*RPI + 1.3%	£1,788	£42,428	8.6% + 2.1% cash	£3,366		
TCH 4		£40,206	2% + 1.1% cash	£804 + £451 cash	£41,010	2% + 1% cash	£820 + £418 cash	£41,830	*RPI + 1.3%	£1,841	£43,671	8.6% + 2.1% cash	£3,465		
TCH 5		£41,357	2% + 1.1% cash	£827 + £464 cash	£42,184	2% + 1% cash	£844 + £430 cash	£43,028	*RPI + 1.3%	£1,893	£44,921	8.6% + 2.1% cash	£3,564		
TCH 6		£42,509	2% + 1.1% cash	£850 + £477 cash	£43,359	2% + 1% cash	£867 + £442 cash	£44,226	*RPI + 1.3%	£1,946	£46,172	8.6% + 2.1% cash	£3,663		
TCH 7		£43,658	2% + 1.1% cash	£873 + £490 cash	£44,531	2% + 1% cash	£891 + £454 cash	£45,422	*RPI + 1.3%	£1,999	£47,421	8.6% + 2.1% cash	£3,763		
TCH 8		£44,805	2% + 1.1% cash	£896 + £502 cash	£45,701	2% + 1% cash	£914 + £466 cash	£46,615	*RPI + 1.3%	£2,051	£48,666	8.6% + 2.1% cash	£3,861		
TCH 9		£45,956	2% + 1.1% cash	£919 + £516 cash	£46,875	2% + 1% cash	£938 + £478 cash	£47,813	*RPI + 1.3%	£2,104	£49,917	8.6% + 2.1% cash	£3,961		
U1	TEACHER	£47,088	2% + 1.1% cash	£942 + £528 cash	£48,030	2% + 1% cash	£961 + £490 cash	£48,991	*RPI + 1.3%	£2,156	£51,147	8.6% + 2.1% cash	£4,059	£36,646	£39,406
U2		£48,073	2% + 1.1% cash	£961 + £539 cash	£49,034	2% + 1% cash	£981 + £500 cash	£50,015	*RPI + 1.3%	£2,201	£52,216	8.6% + 2.1% cash	£4,143		
U3		£49,051	2% + 1.1% cash	£981 + £550 cash	£50,032	2% + 1% cash	£1,001 + £510 cash	£51,033	*RPI + 1.3%	£2,245	£53,278	8.6% + 2.1% cash	£4,227		
U4		£50,036	2% + 1.1% cash	£1,001 + £561 cash	£51,037	2% + 1% cash	£1,021 + £521 cash	£52,058	*RPI + 1.3%	£2,291	£54,349	8.6% + 2.1% cash	£4,313		
U5		£51,017	2% + 1.1% cash	£1,020 + £572 cash	£52,037	2% + 1% cash	£1,041 + £531 cash	£53,078	*RPI + 1.3%	£2,335	£55,413	8.6% + 2.1% cash	£4,396		

*The RPI figure of 3.1% used for these calculations is the current forecast for September 2019 by the Fiscal Policy Panel. The actual September 2019 RPI figure might be higher or lower.

**UK pay scales shown for 2019, as no pay scales yet exist for 2020.

Supplementary allowances

Supplementary allowances are available to teachers at different grades in payment for additional responsibilities, as follows:

SUPPLEMENTARY ALLOWANCE	2019 RATE
SA1	£2,573
SA2	£4,716
SA3	£6,858
SA4	£9,432
SA5	£12,003
SA6	£15,437

Fire and Rescue basic pay scales 2018-20, based on current pay offers

		2017	2017-18 INCREASE		2018	2018-19 INCREASE		2019	2019-20 INCREASE		2020	2017-20 INCREASE*		UK COMPARISON 2019**	
PAY GROUP	JOB TITLE	BASIC PAY	%	£	BASIC PAY	%	£	BASIC PAY	%	£	BASIC PAY	%	£	MIN PAY	MAX PAY
FFAA 00	FOUNDATION FIREFIGHTER	£31,112	2% + 1.1% cash	£622 + £342 cash	£31,734	2% + 1% cash	£635 + £317 cash	£32,369	*RPI + 1.3%	£1,424	£33,793	8.6% + 2.1% cash	£2,681	£22,908	£30,533
FFAA 01	INTERMEDIATE FIREFIGHTER	£34,844	2% + 1.1% cash	£697 + £383 cash	£35,541	2% + 1% cash	£711 + £355 cash	£36,252	*RPI + 1.3%	£1,595	£37,847	8.6% + 2.1% cash	£3,003		
FFAA 02	QUALIFIED FIREFIGHTER	£39,027	2% + 1.1% cash	£781 + £429 cash	£39,808	2% + 1% cash	£796 + £398 cash	£40,604	*RPI + 1.3%	£1,787	£42,391	8.6% + 2.1% cash	£3,364		
FFAA 03	POST QUALIFIED FIREFIGHTER	£43,482	2% + 1.1% cash	£870 + £478 cash	£44,352	2% + 1% cash	£887 + £444 cash	£45,239	*RPI + 1.3%	£1,991	£47,230	8.6% + 2.1% cash	£3,748		
FFAA 04	SPECIALIST / SENIOR FIREFIGHTER	£44,570	2% + 1.1% cash	£891 + £490 cash	£45,461	2% + 1% cash	£909 + £455 cash	£46,370	*RPI + 1.3%	£2,040	£48,410	8.6% + 2.1% cash	£3,840		
FFCC 00	CREW COMMANDER (ON APPOINTMENT)	£47,244	2% + 1.1% cash	£945 + £520 cash	£48,189	2% + 1% cash	£964 + £482 cash	£49,153	*RPI + 1.3%	£2,163	£51,316	8.6% + 2.1% cash	£4,072	£32,452	£33,851
FFCC 01	CREW COMMANDER (FULLY COMPETENT)	£48,423	2% + 1.1% cash	£968 + £533 cash	£49,391	2% + 1% cash	£988 + £494 cash	£50,379	*RPI + 1.3%	£2,217	£52,596	8.6% + 2.1% cash	£4,173		
FFWC 00	WATCH COMMANDER (ON APPOINTMENT)	£51,328	2% + 1.1% cash	£1,027 + £565 cash	£52,355	2% + 1% cash	£1,047 + £524 cash	£53,402	*RPI + 1.3%	£2,350	£55,752	8.6% + 2.1% cash	£4,424	£34,583	£37,854
FFWC 01	WATCH COMMANDER (FULLY COMPETENT)	£52,613	2% + 1.1% cash	£1,052 + £579 cash	£53,665	2% + 1% cash	£1,073 + £537 cash	£54,738	*RPI + 1.3%	£2,408	£57,146	8.6% + 2.1% cash	£4,533		
FFSC 00	STATION COMMANDER (ON APPOINTMENT)	£58,924	2% + 1.1% cash	£1,178 + £648 cash	£60,102	2% + 1% cash	£1,202 + £601 cash	£61,304	*RPI + 1.3%	£2,697	£64,001	8.6% + 2.1% cash	£5,077	£39,374	£43,428
FFSC 01	STATION COMMANDER (FULLY COMPETENT)	£60,398	2% + 1.1% cash	£1,208 + £664 cash	£61,606	2% + 1% cash	£1,232 + £616 cash	£62,838	*RPI + 1.3%	£2,765	£65,603	8.6% + 2.1% cash	£5,205		
FFGC 00	GROUP COMMANDER (ON APPOINTMENT)	£68,856	2% + 1.1% cash	£1,377 + £757 cash	£70,233	2% + 1% cash	£1,405 + £773 cash	£71,638	*RPI + 1.3%	£3,152	£74,790	8.6% + 2.1% cash	£5,934	£45,347	£50,270
FFGC 01	GROUP COMMANDER (FULLY COMPETENT)	£70,614	2% + 1.1% cash	£1,412 + £777 cash	£72,026	2% + 1% cash	£1,441 + £720 cash	£73,467	*RPI + 1.3%	£3,233	£76,700	8.6% + 2.1% cash	£6,086		

*The RPI figure of 3.1% used for these calculations is the current forecast for September 2019 by the Fiscal Policy Panel. The actual September 2019 RPI figure might be higher or lower.

**UK pay scales shown for 2019, as no pay scales yet exist for 2020.

Police basic pay scales 2018-20, based on current pay offers

		2017	2017-18 INCREASE		2018	2018-19 INCREASE		2019	2019-20 INCREASE		2020	2017-20 INCREASE*		UK COMPARISON 2019**	
PAY GROUP	JOB TITLE	BASIC PAY	%	£	BASIC PAY	%	£	BASIC PAY	%	£	BASIC PAY	%	£	MIN PAY	MAX PAY
PLCO 00	CONSTABLE (ON APPOINTMENT)	£35,119	2% + 1.1% cash	£702 + £386 cash	£35,821	2% + 1% cash	£716 + £358 cash	£36,537	*RPI + 1.3%	£1,608	£38,145	8.6% + 2.1% cash	£3,026	£20,370	£39,150
PLCO 01		£36,984	2% + 1.1% cash	£740 + £407 cash	£37,724	2% + 1% cash	£754 + £377 cash	£38,478	*RPI + 1.3%	£1,693	£40,171	8.6% + 2.1% cash	£3,187		
PLCO 02		£39,371	2% + 1.1% cash	£787 + £433 cash	£40,158	2% + 1% cash	£803 + £402 cash	£40,961	*RPI + 1.3%	£1,802	£42,763	8.6% + 2.1% cash	£3,392		
PLCO 03		£47,068	2% + 1.1% cash	£941 + £518 cash	£48,009	2% + 1% cash	£960 + £480 cash	£48,969	*RPI + 1.3%	£2,155	£51,124	8.6% + 2.1% cash	£4,056		
PLCO 04		£49,249	2% + 1.1% cash	£985 + £542 cash	£50,234	2% + 1% cash	£1,005 + £502 cash	£51,239	*RPI + 1.3%	£2,255	£53,494	8.6% + 2.1% cash	£4,245		
PLCO 05/08	CONSTABLE	£51,542	2% + 1.1% cash	£1,031 + £567 cash	£52,573	2% + 1% cash	£1,051 + £526 cash	£53,624	*RPI + 1.3%	£2,359	£55,983	8.6% + 2.1% cash	£4,441	£20,370	£39,150
PLCO 09/12		£53,923	2% + 1.1% cash	£1,078 + £593 cash	£55,001	2% + 1% cash	£1,100 + £550 cash	£56,101	*RPI + 1.3%	£2,468	£58,569	8.6% + 2.1% cash	£4,646		
PLCO 13		£56,427	2% + 1.1% cash	£1,129 + £621 cash	£57,556	2% + 1% cash	£1,151 + £576 cash	£58,707	*RPI + 1.3%	£2,583	£61,290	8.6% + 2.1% cash	£4,863		
SGNT 00/02	SERGEANT	£61,487	2% + 1.1% cash	£1,230 + £676 cash	£62,717	2% + 1% cash	£1,254 + £627 cash	£63,971	*RPI + 1.3%	£2,815	£66,786	8.6% + 2.1% cash	£5,299	£40,448	£43,998
SGNT 03		£64,313	2% + 1.1% cash	£1,286 + £707 cash	£65,599	2% + 1% cash	£1,312 + £656 cash	£66,911	*RPI + 1.3%	£2,944	£69,855	8.6% + 2.1% cash	£5,542		
INSR 00/02	INSPECTOR	£72,576	2% + 1.1% cash	£1,452 + £798 cash	£74,028	2% + 1% cash	£1,481 + £740 cash	£75,509	*RPI + 1.3%	£3,322	£78,831	8.6% + 2.1% cash	£6,255	£50,160	£56,622
INSR 03		£76,000	2% + 1.1% cash	£1,520 + £836 cash	£77,520	2% + 1% cash	£1,550 + £853 cash	£79,070	*RPI + 1.3%	£3,479	£82,549	8.6% + 2.1% cash	£6,549		
CINS 00	CHIEF INSPECTOR	£95,374	2% + 1.1% cash	£1,907 + £1,049 cash	£97,281	2% + 1% cash	£1,946 + £973 cash	£99,227	**	**	**	**	**	£55,521	£60,945
SUPT 04	SUPERINTENDENT	£102,039	**	**	£102,039	**	**	£102,039	**	**	**	**	**	£65,478	£78,660

*The RPI figure of 3.1% used for these calculations is the current forecast for September 2019 by the Fiscal Policy Panel. The actual September 2019 RPI figure might be higher or lower.

**Employees earning £100,000 or more received no increases in 2018 and 2019. Pay offers for 2020 are subject to the outcome of the review of salaries above £100,000.

***UK pay scales shown for 2019, as no pay scales yet exist for 2020.

Prison Service basic pay scales 2018-20, based on current pay offers

		2017	2017-18 INCREASE		2018	2018-19 INCREASE		2019	2019-20 INCREASE		2020	2017-20 INCREASE*	
PAY GROUP	JOB TITLE	BASIC PAY	%	£	BASIC PAY	%	£	BASIC PAY	%	£	BASIC PAY	%	£
PROP 00	PRISON OFFICER OPERATIONS	£32,480	2% + 1.1% cash	£650 + £357 cash	£33,130	2% + 1% cash	£663 + £331 cash	£33,793	*RPI + 1.3%	£1,487	£35,280	8.6% + 2.1% cash	£2,800
PROP 01		£33,617	2% + 1.1% cash	£672 + £370 cash	£34,289	2% + 1% cash	£686 + £343 cash	£34,975	*RPI + 1.3%	£1,539	£36,514	8.6% + 2.1% cash	£2,897
PROP 02		£34,794	2% + 1.1% cash	£696 + £383 cash	£35,490	2% + 1% cash	£710 + £355 cash	£36,200	*RPI + 1.3%	£1,593	£37,793	8.6% + 2.1% cash	£2,999
PROP 03		£36,012	2% + 1.1% cash	£720 + £396 cash	£36,732	2% + 1% cash	£735 + £367 cash	£37,467	*RPI + 1.3%	£1,649	£39,116	8.6% + 2.1% cash	£3,104
PROP 04		£37,273	2% + 1.1% cash	£745 + £410 cash	£38,018	2% + 1% cash	£760 + £380 cash	£38,778	*RPI + 1.3%	£1,706	£40,484	8.6% + 2.1% cash	£3,211
PRIS 00	PRISON OFFICER RESIDENTIAL ROLE	£37,273	2% + 1.1% cash	£745 + £410 cash	£38,018	2% + 1% cash	£760 + £380 cash	£38,778	*RPI + 1.3%	£1,706	£40,484	8.6% + 2.1% cash	£3,211
PRIS 01		£39,509	2% + 1.1% cash	£790 + £435 cash	£40,299	2% + 1% cash	£806 + £403 cash	£41,105	*RPI + 1.3%	£1,809	£42,914	8.6% + 2.1% cash	£3,405
PRIS 02		£41,880	2% + 1.1% cash	£838 + £461 cash	£42,718	2% + 1% cash	£854 + £427 cash	£43,572	*RPI + 1.3%	£1,917	£45,489	8.6% + 2.1% cash	£3,609
PRIS 03		£44,560	2% + 1.1% cash	£891 + £490 cash	£45,451	2% + 1% cash	£909 + £455 cash	£46,360	*RPI + 1.3%	£2,040	£48,400	8.6% + 2.1% cash	£3,840
PRIS 04		£47,388	2% + 1.1% cash	£948 + £521 cash	£48,336	2% + 1% cash	£967 + £483 cash	£49,303	*RPI + 1.3%	£2,169	£51,472	8.6% + 2.1% cash	£4,084
PSEN 00	PRISON SENIOR OFFICER	£51,283	2% + 1.1% cash	£1,026 + £564 cash	£52,309	2% + 1% cash	£1,046 + £523 cash	£53,355	*RPI + 1.3%	£2,348	£55,703	8.6% + 2.1% cash	£4,420
PSEN 01		£52,821	2% + 1.1% cash	£1,056 + £581 cash	£53,877	2% + 1% cash	£1,078 + £593 cash	£54,955	*RPI + 1.3%	£2,418	£57,373	8.6% + 2.1% cash	£4,552
PSEN 02		£54,405	2% + 1.1% cash	£1,088 + £598 cash	£55,493	2% + 1% cash	£1,110 + £555 cash	£56,603	*RPI + 1.3%	£2,491	£59,094	8.6% + 2.1% cash	£4,689
PSEN 03		£56,181	2% + 1.1% cash	£1,124 + £618 cash	£57,305	2% + 1% cash	£1,146 + £573 cash	£58,451	*RPI + 1.3%	£2,572	£61,023	8.6% + 2.1% cash	£4,842
UNIT 00	UNIT MANAGER	£60,907	2% + 1.1% cash	£1,218 + £670 cash	£62,125	2% + 1% cash	£1,243 + £621 cash	£63,368	*RPI + 1.3%	£2,788	£66,156	8.6% + 2.1% cash	£5,249
UNIT 01		£64,258	2% + 1.1% cash	£1,285 + £707 cash	£65,543	2% + 1% cash	£1,311 + £655 cash	£66,854	*RPI + 1.3%	£2,942	£69,796	8.6% + 2.1% cash	£5,538
UNIT 02		£67,792	2% + 1.1% cash	£1,356 + £746 cash	£69,148	2% + 1% cash	£1,383 + £691 cash	£70,531	*RPI + 1.3%	£3,103	£73,634	8.6% + 2.1% cash	£5,842
UNIT 03		£71,218	2% + 1.1% cash	£1,424 + £783 cash	£72,642	2% + 1% cash	£1,453 + £726 cash	£74,095	*RPI + 1.3%	£3,260	£77,355	8.6% + 2.1% cash	£6,137

*The RPI figure of 3.1% used for these calculations is the current forecast for September 2019 by the Fiscal Policy Panel. The actual September 2019 RPI figure might be higher or lower.

Civil Servants basic pay scales 2018-20, based on current pay offers

		2017	2017-18 INCREASE		2018	2018-19 INCREASE		2019	2019-20 INCREASE		2020	2017-20 INCREASE*	
PAY GROUP	JOB TITLE	BASIC PAY	%	£	BASIC PAY	%	£	BASIC PAY	%	£	BASIC PAY	%	£
CS01.0	STUDENT INTERN	£18,611	1% + 1.1% cash	£186 + £205 cash	£18,797	1% + 1% cash	£188 + £188 cash	£18,985	*RPI + 1.3%	£835	£19,820	6.5% + 2.1% cash	£1,209
CS01.1		£19,249	1% + 1.1% cash	£192 + £212 cash	£19,441	1% + 1% cash	£194 + £194 cash	£19,635	*RPI + 1.3%	£864	£20,499	6.5% + 2.1% cash	£1,250
CS01.2		£19,902	1% + 1.1% cash	£199 + £219 cash	£20,101	1% + 1% cash	£201 + £201 cash	£20,302	*RPI + 1.3%	£893	£21,195	6.5% + 2.1% cash	£1,293
CS01.3		£20,581	1% + 1.1% cash	£206 + £226 cash	£20,787	1% + 1% cash	£208 + £208 cash	£20,995	*RPI + 1.3%	£924	£21,919	6.5% + 2.1% cash	£1,338
CS02.0	DATA INPUTTER	£20,581	1% + 1.1% cash	£206 + £226 cash	£20,787	1% + 1% cash	£208 + £208 cash	£20,995	*RPI + 1.3%	£924	£21,919	6.5% + 2.1% cash	£1,338
CS02.1		£20,761	1% + 1.1% cash	£208 + £228 cash	£20,969	1% + 1% cash	£210 + £210 cash	£21,179	*RPI + 1.3%	£932	£22,111	6.5% + 2.1% cash	£1,350
CS02.2		£20,949	1% + 1.1% cash	£209 + £230 cash	£21,158	1% + 1% cash	£212 + £212 cash	£21,370	*RPI + 1.3%	£940	£22,310	6.5% + 2.1% cash	£1,361
CS02.3		£21,126	1% + 1.1% cash	£211 + £232 cash	£21,337	1% + 1% cash	£213 + £213 cash	£21,550	*RPI + 1.3%	£948	£22,498	6.5% + 2.1% cash	£1,372
CS03.0	POST ROOM CLERK	£21,126	1% + 1.1% cash	£211 + £232 cash	£21,337	1% + 1% cash	£213 + £213 cash	£21,550	*RPI + 1.3%	£948	£22,498	6.5% + 2.1% cash	£1,372
CS03.1		£21,814	1% + 1.1% cash	£218 + £240 cash	£22,032	1% + 1% cash	£220 + £220 cash	£22,252	*RPI + 1.3%	£979	£23,231	6.5% + 2.1% cash	£1,417
CS03.2		£22,522	1% + 1.1% cash	£225 + £248 cash	£22,747	1% + 1% cash	£227 + £227 cash	£22,974	*RPI + 1.3%	£1,011	£23,985	6.5% + 2.1% cash	£1,463
CS03.3		£23,249	1% + 1.1% cash	£232 + £256 cash	£23,481	1% + 1% cash	£235 + £258 cash	£23,716	*RPI + 1.3%	£1,044	£24,760	6.5% + 2.1% cash	£1,511
CS04.0	DIGITAL RECORDS OFFICER	£23,249	1% + 1.1% cash	£232 + £256 cash	£23,481	1% + 1% cash	£235 + £235 cash	£23,716	*RPI + 1.3%	£1,044	£24,760	6.5% + 2.1% cash	£1,511
CS04.1		£24,049	1% + 1.1% cash	£240 + £265 cash	£24,289	1% + 1% cash	£243 + £243 cash	£24,532	*RPI + 1.3%	£1,079	£25,611	6.5% + 2.1% cash	£1,562
CS04.2		£24,864	1% + 1.1% cash	£249 + £274 cash	£25,113	1% + 1% cash	£251 + £251 cash	£25,364	*RPI + 1.3%	£1,116	£26,480	6.5% + 2.1% cash	£1,616
CS04.3		£25,714	1% + 1.1% cash	£257 + £283 cash	£25,971	1% + 1% cash	£260 + £260 cash	£26,231	*RPI + 1.3%	£1,154	£27,385	6.5% + 2.1% cash	£1,671
CS05.0	ADMINISTRATOR	£25,714	1% + 1.1% cash	£257 + £283 cash	£25,971	1% + 1% cash	£260 + £260 cash	£26,231	*RPI + 1.3%	£1,154	£27,385	6.5% + 2.1% cash	£1,671
CS05.1		£26,594	1% + 1.1% cash	£266 + £293 cash	£26,860	1% + 1% cash	£269 + £269 cash	£27,129	*RPI + 1.3%	£1,194	£28,323	6.5% + 2.1% cash	£1,729
CS05.2		£27,502	1% + 1.1% cash	£275 + £303 cash	£27,777	1% + 1% cash	£278 + £278 cash	£28,055	*RPI + 1.3%	£1,234	£29,289	6.5% + 2.1% cash	£1,787
CS05.3		£28,443	1% + 1.1% cash	£284 + £313 cash	£28,727	1% + 1% cash	£287 + £287 cash	£29,014	*RPI + 1.3%	£1,277	£30,291	6.5% + 2.1% cash	£1,848
CS06.0	SECRETARY	£28,443	1% + 1.1% cash	£284 + £313 cash	£28,727	1% + 1% cash	£287 + £287 cash	£29,014	*RPI + 1.3%	£1,277	£30,291	6.5% + 2.1% cash	£1,848
CS06.1		£29,415	1% + 1.1% cash	£294 + £324 cash	£29,709	1% + 1% cash	£297 + £297 cash	£30,006	*RPI + 1.3%	£1,320	£31,326	6.5% + 2.1% cash	£1,911
CS06.2		£30,415	1% + 1.1% cash	£304 + £335 cash	£30,719	1% + 1% cash	£307 + £307 cash	£31,026	*RPI + 1.3%	£1,365	£32,391	6.5% + 2.1% cash	£1,976
CS06.3		£31,454	1% + 1.1% cash	£315 + £346 cash	£31,769	1% + 1% cash	£318 + £318 cash	£32,087	*RPI + 1.3%	£1,412	£33,499	6.5% + 2.1% cash	£2,045
CS07.0	EMPLOYMENT ADVISOR	£31,454	1% + 1.1% cash	£315 + £346 cash	£31,769	1% + 1% cash	£318 + £318 cash	£32,087	*RPI + 1.3%	£1,412	£33,499	6.5% + 2.1% cash	£2,045
CS07.1		£32,724	1% + 1.1% cash	£327 + £360 cash	£33,051	1% + 1% cash	£331 + £331 cash	£33,382	*RPI + 1.3%	£1,469	£34,851	6.5% + 2.1% cash	£2,127
CS07.2		£34,040	1% + 1.1% cash	£340 + £374 cash	£34,380	1% + 1% cash	£344 + £344 cash	£34,724	*RPI + 1.3%	£1,528	£36,252	6.5% + 2.1% cash	£2,212
CS07.3		£35,413	1% + 1.1% cash	£354 + £390 cash	£35,767	1% + 1% cash	£358 + £358 cash	£36,125	*RPI + 1.3%	£1,590	£37,715	6.5% + 2.1% cash	£2,302
CS08.0	TAX OFFICER	£35,413	1% + 1.1% cash	£354 + £390 cash	£35,767	1% + 1% cash	£358 + £358 cash	£36,125	*RPI + 1.3%	£1,590	£37,715	6.5% + 2.1% cash	£2,302
CS08.1		£36,926	1% + 1.1% cash	£369 + £406 cash	£37,295	1% + 1% cash	£373 + £373 cash	£37,668	*RPI + 1.3%	£1,657	£39,325	6.5% + 2.1% cash	£2,399
CS08.2		£38,503	1% + 1.1% cash	£385 + £424 cash	£38,888	1% + 1% cash	£389 + £389 cash	£39,277	*RPI + 1.3%	£1,728	£41,005	6.5% + 2.1% cash	£2,502
CS08.3		£40,145	1% + 1.1% cash	£401 + £442 cash	£40,546	1% + 1% cash	£405 + £405 cash	£40,951	*RPI + 1.3%	£1,802	£42,753	6.5% + 2.1% cash	£2,608
CS09.0	RADIOGRAPHER	£40,145	1% + 1.1% cash	£401 + £442 cash	£40,546	1% + 1% cash	£405 + £405 cash	£40,951	*RPI + 1.3%	£1,802	£42,753	6.5% + 2.1% cash	£2,608
CS09.1		£42,167	1% + 1.1% cash	£422 + £464 cash	£42,589	1% + 1% cash	£426 + £426 cash	£43,015	*RPI + 1.3%	£1,893	£44,908	6.5% + 2.1% cash	£2,741
CS09.2		£44,296	1% + 1.1% cash	£443 + £487 cash	£44,739	1% + 1% cash	£447 + £447 cash	£45,186	*RPI + 1.3%	£1,988	£47,174	6.5% + 2.1% cash	£2,878
CS09.3		£46,524	1% + 1.1% cash	£465 + £512 cash	£46,989	1% + 1% cash	£470 + £470 cash	£47,459	*RPI + 1.3%	£2,088	£49,547	6.5% + 2.1% cash	£3,023
CS10.0	CUSTOMS OFFICER	£46,524	1% + 1.1% cash	£465 + £512 cash	£46,989	1% + 1% cash	£470 + £470 cash	£47,459	*RPI + 1.3%	£2,088	£49,547	6.5% + 2.1% cash	£3,023
CS10.1		£48,055	1% + 1.1% cash	£481 + £529 cash	£48,536	1% + 1% cash	£485 + £485 cash	£49,021	*RPI + 1.3%	£2,157	£51,178	6.5% + 2.1% cash	£3,123
CS10.2		£49,638	1% + 1.1% cash	£496 + £546 cash	£50,134	1% + 1% cash	£501 + £501 cash	£50,635	*RPI + 1.3%	£2,228	£52,863	6.5% + 2.1% cash	£3,225
CS10.3		£51,266	1% + 1.1% cash	£513 + £564 cash	£51,779	1% + 1% cash	£518 + £518 cash	£52,297	*RPI + 1.3%	£2,301	£54,598	6.5% + 2.1% cash	£3,332
CS11.0	SOCIAL WORKER	£51,266	1% + 1.1% cash	£513 + £564 cash	£51,779	1% + 1% cash	£518 + £518 cash	£52,297	*RPI + 1.3%	£2,301	£54,598	6.5% + 2.1% cash	£3,332
CS11.1		£53,146	1% + 1.1% cash	£531 + £585 cash	£53,677	1% + 1% cash	£537 + £537 cash	£54,214	*RPI + 1.3%	£2,385	£56,599	6.5% + 2.1% cash	£3,453
CS11.2		£55,089	1% + 1.1% cash	£551 + £606 cash	£55,640	1% + 1% cash	£556 + £556 cash	£56,196	*RPI + 1.3%	£2,473	£58,669	6.5% + 2.1% cash	£3,580
CS11.3		£57,109	1% + 1.1% cash	£571 + £628 cash	£57,680	1% + 1% cash	£577 + £577 cash	£58,257	*RPI + 1.3%	£2,563	£60,820	6.5% + 2.1% cash	£3,711

*The RPI figure of 3.1% used for these calculations is the current forecast for September 2019 by the Fiscal Policy Panel. The actual September 2019 RPI figure might be higher or lower.

Civil Servants basic pay scales 2018-20, based on current pay offers

PAY GROUP	JOB TITLE	2017	2017-18 INCREASE		2018	2018-19 INCREASE		2019	2019-20 INCREASE		2020	2017-20 INCREASE*	
		BASIC PAY	%	£	BASIC PAY	%	£	BASIC PAY	%	£	BASIC PAY	%	£
CS12.0	DEPARTMENT MANAGER	£57,109	1% + 1.1% cash	£571 + £628 cash	£57,680	1% + 1% cash	£577 + £577 cash	£58,257	*RPI + 1.3%	£2,563	£60,820	6.5% + 2.1% cash	£3,711
CS12.1		£58,938	1% + 1.1% cash	£589 + £648 cash	£59,527	1% + 1% cash	£595 + £595 cash	£60,122	*RPI + 1.3%	£2,645	£62,767	6.5% + 2.1% cash	£3,829
CS12.2		£60,816	1% + 1.1% cash	£608 + £669 cash	£61,424	1% + 1% cash	£614 + £614 cash	£62,038	*RPI + 1.3%	£2,730	£64,768	6.5% + 2.1% cash	£3,952
CS12.3		£62,767	1% + 1.1% cash	£628 + £690 cash	£63,395	1% + 1% cash	£634 + £634 cash	£64,029	*RPI + 1.3%	£2,817	£66,846	6.5% + 2.1% cash	£4,079
CS13.0	ASSISTANT DIRECTOR	£62,767	1% + 1.1% cash	£628 + £690 cash	£63,395	1% + 1% cash	£634 + £634 cash	£64,029	*RPI + 1.3%	£2,817	£66,846	6.5% + 2.1% cash	£4,079
CS13.1		£65,679	1% + 1.1% cash	£657 + £722 cash	£66,336	1% + 1% cash	£663 + £663 cash	£66,999	*RPI + 1.3%	£2,948	£69,947	6.5% + 2.1% cash	£4,268
CS13.2		£68,716	1% + 1.1% cash	£687 + £756 cash	£69,403	1% + 1% cash	£694 + £694 cash	£70,097	*RPI + 1.3%	£3,084	£73,181	6.5% + 2.1% cash	£4,465
CS13.3		£71,919	1% + 1.1% cash	£719 + £791 cash	£72,638	1% + 1% cash	£726 + £726 cash	£73,364	*RPI + 1.3%	£3,228	£76,592	6.5% + 2.1% cash	£4,673
CS14.0	DIVISIONAL HEAD	£71,919	1% + 1.1% cash	£719 + £791 cash	£72,638	1% + 1% cash	£726 + £726 cash	£73,364	*RPI + 1.3%	£3,228	£76,592	6.5% + 2.1% cash	£4,673
CS14.1		£74,925	1% + 1.1% cash	£749 + £824 cash	£75,674	1% + 1% cash	£757 + £757 cash	£76,431	*RPI + 1.3%	£3,363	£79,794	6.5% + 2.1% cash	£4,869
CS14.2		£78,061	1% + 1.1% cash	£781 + £859 cash	£78,842	1% + 1% cash	£788 + £788 cash	£79,630	*RPI + 1.3%	£3,504	£83,134	6.5% + 2.1% cash	£5,073
CS14.3		£81,327	1% + 1.1% cash	£813 + £895 cash	£82,140	1% + 1% cash	£821 + £821 cash	£82,961	*RPI + 1.3%	£3,650	£86,611	6.5% + 2.1% cash	£5,284
CS15.0	DIRECTOR	£81,327	1% + 1.1% cash	£813 + £895 cash	£82,140	1% + 1% cash	£821 + £821 cash	£82,961	*RPI + 1.3%	£3,650	£86,611	6.5% + 2.1% cash	£5,284
CS15.1		£84,070	1% + 1.1% cash	£841 + £925 cash	£84,911	1% + 1% cash	£849 + £849 cash	£85,760	*RPI + 1.3%	£3,773	£89,533	6.5% + 2.1% cash	£5,463
CS15.2		£86,908	1% + 1.1% cash	£869 + £956 cash	£87,777	1% + 1% cash	£878 + £878 cash	£88,655	*RPI + 1.3%	£3,901	£92,556	6.5% + 2.1% cash	£5,648
CS15.3		£89,835	1% + 1.1% cash	£898 + £988 cash	£90,733	1% + 1% cash	£907 + £907 cash	£91,640	*RPI + 1.3%	£4,032	£95,672	6.5% + 2.1% cash	£5,837

*The RPI figure of 3.1% used for these calculations is the current forecast for September 2019 by the Fiscal Policy Panel. The actual September 2019 RPI figure might be higher or lower.

