

Energy Recovery Facility				
Standard Hours of Work (per week)	Standard number of weeks worked per year	Shift Included in Base Pay	Standby Included in Base Pay	Other Conditions Included in Base Pay
38	52.18	N	N	N
		Shift Payments made in addition to Base Pay	Standby Payments made in addition to Base Pay	Other Payments made in addition to Base Pay*
		Y	N	Y

*Other conditions may include, overtime, additional skill or responsibility payments

Energy Recovery Facility							
People Link Grade/ Increment	Description	2019 Annual Rate 2.20%	2019 Hourly Rate 2.20%	2020 Annual Rate 4.00%	2020 Hourly Rate 4.00%	2021 Annual Rate 0.9%	2021 Annual Rate 0.9%
EW01 1	Maintenance Assistant	£27,158	£13.70	£28,244	£14.24	£28,498	£14.3724
EW01 2		£28,633	£14.44	£29,778	£15.02	£30,046	£15.1530
EW01 3		£29,519	£14.89	£30,700	£15.48	£30,976	£15.6222
EW02 1	Plant Operator (shift/ day)	£31,232	£15.75	£32,481	£16.38	£32,773	£16.5285
EW02 2		£32,931	£16.61	£34,248	£17.27	£34,556	£17.4276
EW02 3		£33,949	£17.12	£35,307	£17.81	£35,625	£17.9665
EW03 1	Plant Operator Leading Hand	£32,590	£16.44	£33,894	£17.09	£34,199	£17.2475
EW03 2		£34,362	£17.33	£35,736	£18.02	£36,058	£18.1848
EW03 3		£35,426	£17.87	£36,843	£18.58	£37,1745	£18.7482
EW04 1	Plant Operator Charge hand	£37,702	£19.01	£39,210	£19.77	£39,563	£19.9526
EW04 2		£39,750	£20.05	£41,340	£20.85	£41,712	£21.0365
EW04 3		£40,979	£20.67	£42,618	£21.49	£43,002	£21.6869
EW05 1	Technical Shift Operator	£39,444	£19.89	£41,022	£20.69	£41,391	£20.8747
EW05 2		£41,589	£20.97	£43,253	£21.81	£43,642	£22.0100
EW05 3		£42,875	£21.62	£44,590	£22.49	£44,991	£22.6903

EW06 1	Existing ERF** Operators working on PSO/TSO Job Description	£45,090	£22.74	£46,894	£23.65	£47,316	£23.8628
EW07 1 EW07 2 EW07 3 EW07 4 EW07 5	Maintenance Day Technician	£39,444 £41,589 £43,523 £45,887 £47,307	£19.89 £20.97 £21.95 £23.14 £23.86	£41,022 £43,253 £45,264 £47,722 £49,199	£20.69 £21.81 £22.83 £24.07 £24.81	£41,391 £43,642 £45,671 £48,152 £49,642	£20.8747 £22.0100 £23.0333 £24.2841 £25.0357
EW08 1 EW08 2 EW08 3	Principal Shift Operator	£43,523 £45,887 £47,307	£21.95 £23.14 £23.86	£45,264 £47,722 £49,199	£22.83 £24.07 £24.81	£45,671 £48,152 £49,642	£23.0333 £24.2841 £25.0357
EW09 1 EW09 2 EW09 3	Project Manager	£51,322 £53,013 £54,752	£25.88 £26.74 £27.61	£53,375 £55,134 £56,942	£26.92 £27.81 £28.72	£53,855 £55,630 £57,454	£27.1607 £28.0558 £28.9759
EW10 1 EW10 2 EW10 3	Operations Manager / Maintenance Manager*	£62,945 £64,951 £67,035	£31.74 £32.76 £33.81	£65,463 £67,549 £69,716	£33.01 £34.07 £35.16	£66,052 £68,157 £70,343	£33.3119 £34.3734 £35.4761
EW11 1 EW11 2 EW11 3	Plant Manager	£76,808 £80,020 £83,369	£38.74 £40.36 £42.05	£79,880 £83,221 £86,704	£40.29 £41.97 £43.73	£80,599 £83,970 £87,484	£40.6482 £42.3483 £44.1207

Unless otherwise specified, pay does not include shift payments.

Starting increment for existing staff (see EFWO terms and conditions agreement).

*Chartered Status, separate roles following restructure

** ERF - Energy recovery Facility

Shift Allowance								
Rotating Shift								
People Link Pay Element	Full Table	Description	2019 Annual Rate 2.20%	2019 Monthly Rate 2.20%	2020 Annual Rate 4.00%	2020 Monthly Rate 4.00%	2021 Annual Rate 0.9%	2021 Monthly Rate 0.9%
2225	SHIFT RATE EFWROTOP	Existing ERF Operator, Principal Shift Operator & Technical Shift Operator	£7,201.00	£600.08	£7,489	£624.08	£7,556	£629.70
2228	SHIFT RATE EFWRTPLTOP	Plant Shift Operator	£6,519.00	£543.25	£6,780	£565.00	£6,841	£570.09
Alternating Shift								
2177	SHIFT RATE EFWALT	Plant Operator Leading Hand & Plant Operator	£4,957.00	£413.08	£5,155	£429.58	£5,201	£433.45