

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

Manual Worker - Young Workers										
People Link Grade/ Increment	Age	2019 Hourly Rate (2.20%)	2019 Weekly Rate (2.20%)	2019 Annual Rate (2.20%)	2020 Hourly Rate (4.0%)	2020 Weekly Rate (4.0%)	2020 Annual Rate (4.0%)	2021 Hourly Rate (0.9%)	2021 Weekly Rate (0.9%)	2021 Annual Rate (0.9%)
YW6 1	16	£7.71	£292.86	£15,281	£8.02	£304.58	£15,892	<b>£8.0869</b>	<b>£307.3022</b>	<b>£16,035</b>
YW7 1	17	£9.49	£360.46	£18,809	£9.86	£374.86	£19,561	<b>£9.9539</b>	<b>£378.2493</b>	<b>£19,737</b>
YW6 2	16	£8.12	£308.66	£16,106	£8.45	£321.00	£16,750	<b>£8.5235</b>	<b>£323.8933</b>	<b>£16,901</b>
YW7 2	17	£10.00	£379.86	£19,821	£10.40	£395.08	£20,614	<b>£10.4898</b>	<b>£398.6112</b>	<b>£20,800</b>
YW6 3	16	£8.54	£324.40	£16,927	£8.88	£337.37	£17,604	<b>£8.9581</b>	<b>£340.4071</b>	<b>£17,762</b>
YW7 3	17	£10.51	£399.26	£20,833	£10.93	£415.22	£21,666	<b>£11.0251</b>	<b>£418.9534</b>	<b>£21,861</b>
<b>**Age 16 Weekly Rate = 65% of first pay point on equivalent 'Manual Worker - General' grade / Age 17 Weekly Rate = 80% of first pay point on equivalent 'Manual Worker - General' grade)</b>										

**Manual Worker - Apprentices\*\*\***

<b>People Link Grade/ Increment</b>	<b>Job Title</b>	<b>2019 Hourly Rate (2.20%)</b>	<b>2019 Weekly Rate (2.20%)</b>	<b>2019 Annual Rate (2.20%)</b>	<b>2020 Hourly Rate (4.0%)</b>	<b>2020 Weekly Rate (4.0%)</b>	<b>2020 Annual Rate (4.0%)</b>	<b>2021 Hourly Rate (0.9%)</b>	<b>2021 Weekly Rate (0.9%)</b>	<b>2021 Annual Rate (0.9%)</b>
<b>APP1 1</b>	1st Year	£6.34	£241.10	£12,581	£6.60	£250.66	£13,079	£6.6555	£252.9074	£13,197
<b>APP1 2</b>	2nd Year	£8.27	£314.07	£16,388	£8.59	£326.54	£17,039	£8.6706	£329.4816	£17,192
<b>APP1 3</b>	3rd Year	£10.18	£387.02	£20,195	£10.59	£402.41	£20,998	£10.6852	£406.0364	£21,187
<b>APP1 4</b>	4th Year	£12.11	£460.00	£24,003	£12.59	£478.31	£24,958	£12.7003	£482.6106	£25,183
<b>APP2 1</b>	1st Year	£6.66	£253.02	£13,203	£6.92	£263.05	£13,726	£6.9847	£265.4184	£13,850
<b>APP2 2</b>	2nd Year	£8.67	£329.59	£17,198	£9.02	£342.69	£17,881	£9.0990	£345.7633	£18,042
<b>APP2 3</b>	3rd Year	£10.69	£406.20	£21,196	£11.11	£422.36	£22,039	£11.2149	£426.1662	£22,237
<b>APP2 4</b>	4th Year	£12.71	£482.79	£25,192	£13.21	£502.01	£26,195	£13.3297	£506.5305	£26,431

**\*\*\*Weekly Rate for Apprentices = Weekly base pay (subject to consolidated awards) + Apprentice Allowance (£2.20 not subject to consolidated pay awards). Therefore, the 4% award for 2014 applies only to the base pay portion of the Weekly Rate.**

**Manual Worker - General**

<b>People Link Grade/ Increment</b>	<b>2019 Hourly Rate (2.20%)</b>	<b>2019 Weekly Rate (2.20%)</b>	<b>2019 Annual Rate (2.20%)</b>	<b>2020 Hourly Rate (4.0%)</b>	<b>2020 Weekly Rate (4.0%)</b>	<b>2020 Annual Rate (4.0%)</b>	<b>2021 Hourly Rate (0.9%)</b>	<b>2021 Weekly Rate (0.9%)</b>	<b>2021 Annual Rate (0.9%)</b>
<b>MW01 1</b>	£11.86	£450.56	£23,510	£12.33	£468.58	£24,450	£12.4418	£472.7875	£24,670
<b>MW01 2</b>	£12.07	458.67	23,933	£12.55	£477.01	£24,890	£12.6657	£481.2957	£25,114
<b>MW01 3</b>	£12.28	£466.72	£24,353	£12.77	£485.38	£25,327	£12.8880	£489.7459	£25,555
<b>MW01 4</b>	£12.50	£474.85	£24,778	£13.00	£493.85	£25,769	£13.1130	£498.2928	£26,001
<b>MW02 1</b>	£12.50	£474.85	£24,778	£13.00	£493.85	£25,769	£13.1130	£498.2928	£26,001
<b>MW02 2</b>	£12.71	£482.89	£25,197	£13.22	£502.20	£26,205	£13.3348	£506.7238	£26,441
<b>MW02 3</b>	£12.92	£490.96	£25,618	£13.44	£510.59	£26,643	£13.5577	£515.1934	£26,883
<b>MW02 4</b>	£13.13	£499.07	£26,041	£13.66	£519.02	£27,083	£13.7816	£523.7016	£27,327
<b>MW03 1</b>	£13.13	£499.07	£26,041	£13.66	£519.02	£27,083	£13.7816	£523.7016	£27,327
<b>MW03 2</b>	£13.35	£507.14	£26,463	£13.88	£527.43	£27,522	£14.0050	£532.1905	£27,770
<b>MW03 3</b>	£13.56	£515.21	£26,884	£14.10	£535.83	£27,959	£14.2274	£540.6407	£28,211
<b>MW03 4</b>	£13.77	£523.27	£27,304	£14.32	£544.20	£28,396	£14.4498	£549.0908	£28,652
<b>MW04 1</b>	£13.82	£525.32	£27,411	£14.38	£546.33	£28,507	£14.5062	£551.2373	£28,764
<b>MW04 2</b>	£14.09	£535.43	£27,939	£14.65	£556.85	£29,057	£14.7861	£561.8726	£29,319
<b>MW04 3</b>	£14.36	£545.54	£28,466	£14.93	£567.36	£29,605	£15.0650	£572.4693	£29,871
<b>MW04 4</b>	£14.62	£555.65	£28,994	£15.21	£577.88	£30,154	£15.3443	£583.0853	£30,425
<b>MW05 1</b>	£14.62	£555.65	£28,994	£15.21	£577.88	£30,154	£15.3443	£583.0853	£30,425
<b>MW05 2</b>	£14.89	£565.74	£29,520	£15.48	£588.36	£30,701	£15.6227	£593.6625	£30,977
<b>MW05 3</b>	£15.21	£577.87	£30,153	£15.82	£600.98	£31,359	£15.9575	£606.3862	£31,641
<b>MW05 4</b>	£15.53	£589.96	£30,784	£16.15	£613.56	£32,015	£16.2913	£619.0713	£32,303

<b>MW06 1</b>	£15.85	£602.11	£31,418	£16.48	£626.19	£32,675	<b>£16.6272</b>	<b>£631.8337</b>	<b>£32,969</b>
<b>MW06 2</b>	£16.16	£614.22	£32,050	£16.81	£638.79	£33,332	<b>£16.9615</b>	<b>£644.5379</b>	<b>£33,632</b>
<b>MW06 3</b>	£16.48	£626.35	£32,683	£17.14	£651.41	£33,990	<b>£17.2964</b>	<b>£657.2616</b>	<b>£34,296</b>
<b>MW06 4</b>	£16.80	£638.49	£33,316	£17.47	£664.02	£34,649	<b>£17.6317</b>	<b>£670.0046</b>	<b>£34,961</b>
<b>MW07 1</b>	£16.80	£638.49	£33,316	£17.47	£664.02	£34,649	<b>£17.6317</b>	<b>£670.0046</b>	<b>£34,961</b>
<b>MW07 2</b>	£17.12	£650.59	£33,948	£17.81	£676.62	£35,306	<b>£17.9660</b>	<b>£682.7089</b>	<b>£35,624</b>
<b>MW07 3</b>	£17.49	£664.74	£34,686	£18.19	£691.33	£36,073	<b>£18.3563</b>	<b>£697.5404</b>	<b>£36,398</b>
<b>MW07 4</b>	£17.87	£678.90	£35,425	£18.58	£706.06	£36,842	<b>£18.7476</b>	<b>£712.4105</b>	<b>£37,174</b>
<b>MW08 1</b>	£17.49	£664.74	£34,686	£18.19	£691.33	£36,073	<b>£18.3563</b>	<b>£697.5404</b>	<b>£36,398</b>
<b>MW08 2</b>	£17.87	£678.90	£35,425	£18.58	£706.06	£36,842	<b>£18.7476</b>	<b>£712.4105</b>	<b>£37,174</b>
<b>MW08 3</b>	£18.24	£693.02	£36,162	£18.97	£720.75	£37,608	<b>£19.1374</b>	<b>£727.2225</b>	<b>£37,946</b>
<b>MW08 4</b>	£18.61	£707.16	£36,900	£19.35	£735.45	£38,376	<b>£19.5282</b>	<b>£742.0732</b>	<b>£38,721</b>
<b>MW08 5</b>	£18.98	£721.30	£37,637	£19.74	£750.14	£39,142	<b>£19.9180</b>	<b>£756.8854</b>	<b>£39,494</b>
<b>*MW08 6</b>	£19.35	£735.43	£38,375	£20.13	£764.85	£39,910	<b>£20.3088</b>	<b>£771.7361</b>	<b>£40,269</b>
<b>*MW08 7</b>	£20.67	£785.33	£40,979	£21.49	£816.75	£42,618	<b>£21.6869</b>	<b>£824.1004</b>	<b>£43,002</b>

**8/6 (C/Hand)\***

**8/7 (C/Hand)\* with increased managerial responsibility**