

**Pay Grade framework including flexible benefit
and job related vehicle allowance (as at 01/04/2019)**

Grade	Zone 1		Zone 2		Zone 3		Flexible benefit	*Vehicle allowance
W1	17,364	18,804	18,805	20,245	20,246	21,685	1,400	2,500
W2	21,686	22,921	22,922	24,157	24,158	25,392	1,533	2,500
W3	25,393	26,773	26,774	28,154	28,155	29,534	1,681	2,500
W4	29,535	31,627	31,628	33,720	33,721	35,812	1,907	2,500
W5	35,813	37,984	37,985	40,156	40,157	42,327	2,141	2,500
W6	42,328	44,790	44,791	47,253	47,254	49,714	2,406	2,500
W7	49,715	53,245	53,246	56,776	56,777	60,307	2,788	2,500
W8	60,308	63,735	63,736	67,163	67,164	70,591	3,155	2,500
W9	70,592	75,033	75,034	79,475	79,476	83,916	3,631	2,500
W10	83,917	89,625	89,626	95,334	95,335	101,041	4,247	2,500
W11	101,042	107,266	107,267	113,491	113,492	119,716	4,918	2,500
W12	119,717	126,308	126,309	132,900	132,901	139,490	5,628	2,500

*includes insurance premium, this allowance is only applicable if a vehicle is considered to be required for you to be able to do your job.

Trainee / Apprentice grades		
T1	Apprentice	£3.90 per hour
T2	Under 18	£4.35 per hour
T3	18 to 20	£6.15 per hour
T4	21 to 24	£7.70 per hour
T5	25 and over / WBC Apprentice	£8.21 - £8.99 per hour