

|            |                    |                     |                    |                     |                                                                       |
|------------|--------------------|---------------------|--------------------|---------------------|-----------------------------------------------------------------------|
|            | 1 April 2024       |                     | 1 April 2025       |                     | National Joint Council for Local Government Services Pay Scale ranges |
| <b>SCP</b> | <b>£ per annum</b> | <b>* £ per hour</b> | <b>£ per annum</b> | <b>* £ per hour</b> | <b>Based on SCP</b>                                                   |
|            |                    |                     |                    |                     | <b>WTC staff in grades 2-6</b>                                        |
| 2          | £23,656            | £12.26              | £24,413            | £12.65              | Below LC Scale (for staff other than clerks)                          |
| 3          | £24,027            | £12.45              | £24,796            | £12.85              | Below LC Scale (for staff other than clerks)                          |
| 4          | £24,404            | £12.65              | £25,185            | £13.05              | Below LC Scale (for staff other than clerks)                          |
| 5          | £24,790            | £12.85              | £25,583            | £13.26              | LC1 (below substantive range)                                         |
| 6          | £25,183            | £13.05              | £25,989            | £13.47              | LC1 (below substantive range)                                         |
|            |                    |                     |                    |                     | <b>WTC staff in grades 7-12</b>                                       |
| 7          | £25,584            | £13.26              | £26,403            | £13.69              | LC1 (substantive benchmark range)                                     |
| 8          | £25,992            | £13.47              | £26,824            | £13.90              | LC1 (substantive benchmark range)                                     |
| 9          | £26,409            | £13.69              | £27,254            | £14.13              | LC1 (substantive benchmark range)                                     |
| 10         | £26,835            | £13.91              | £27,694            | £14.35              | LC1 (substantive benchmark range)                                     |
| 11         | £27,269            | £14.13              | £28,142            | £14.59              | LC1 (substantive benchmark range)                                     |
| 12         | £27,711            | £14.36              | £28,598            | £14.82              | LC1 (substantive benchmark range)                                     |
|            |                    |                     |                    |                     | <b>WTC staff in grades 13-17</b>                                      |
| 13         | £28,163            | £14.60              | £29,064            | £15.06              | LC1 (above substantive range)                                         |
| 14         | £28,624            | £14.84              | £29,540            | £15.31              | LC1 (above substantive range)                                         |
| 15         | £29,093            | £15.08              | £30,024            | £15.56              | LC1 (above substantive range)                                         |
| 16         | £29,572            | £15.33              | £30,518            | £15.82              | LC1 (above substantive range)                                         |
| 17         | £30,060            | £15.58              | £31,022            | £16.08              | LC1 (above substantive range)                                         |
|            |                    |                     |                    |                     | <b>WTC staff in grades 18-23</b>                                      |
| 18         | £30,559            | £15.84              | £31,537            | £16.35              | LC2 (below substantive range)                                         |
| 19         | £31,067            | £16.10              | £32,061            | £16.62              | LC2 (below substantive range)                                         |
| 20         | £31,586            | £16.37              | £32,597            | £16.90              | LC2 (below substantive range)                                         |
| 21         | £32,115            | £16.65              | £33,143            | £17.18              | LC2 (below substantive range)                                         |

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| 22 | £32,654 | £16.93 | £33,699 | £17.47 | LC2 (below substantive range)           |
| 23 | £33,366 | £17.29 | £34,434 | £17.85 | LC2 (below substantive range)           |
|    |         |        |         |        | <b>WTC staff in grades 24-28</b>        |
| 24 | £34,314 | £17.79 | £35,412 | £18.35 | LC2 (substantive benchmark range)       |
| 25 | £35,235 | £18.26 | £36,363 | £18.85 | LC2 (substantive benchmark range)       |
| 26 | £36,124 | £18.72 | £37,280 | £19.32 | LC2 (substantive benchmark range)       |
| 27 | £37,035 | £19.20 | £38,220 | £19.81 | LC2 (substantive benchmark range)       |
| 28 | £37,938 | £19.66 | £39,152 | £20.29 | LC2 (substantive benchmark range)       |
|    |         |        |         |        | <b>WTC staff in grades 29-32</b>        |
| 29 | £38,626 | £20.02 | £39,862 | £20.66 | LC2 (above substantive benchmark range) |
| 30 | £39,513 | £20.48 | £40,777 | £21.14 | LC2 (above substantive benchmark range) |
| 31 | £40,476 | £20.98 | £41,771 | £21.65 | LC2 (above substantive benchmark range) |
| 32 | £41,511 | £21.52 | £42,839 | £22.20 | LC2 (above substantive benchmark range) |
|    |         |        |         |        | <b>WTC staff in grades 33-36</b>        |
| 33 | £42,708 | £22.14 | £44,075 | £22.85 | LC3 (below substantive range)           |
| 34 | £43,693 | £22.65 | £45,091 | £23.37 | LC3 (below substantive range)           |
| 35 | £44,711 | £23.17 | £46,142 | £23.92 | LC3 (below substantive range)           |
| 36 | £45,718 | £23.70 | £47,181 | £24.46 | LC3 (below substantive range)           |
|    |         |        |         |        | <b>WTC staff in grades 37-41</b>        |
| 37 | £46,731 | £24.22 | £48,226 | £25.00 | LC3 (substantive benchmark range)       |
| 38 | £47,754 | £24.75 | £49,282 | £25.54 | LC3 (substantive benchmark range)       |
| 39 | £48,710 | £25.25 | £50,269 | £26.06 | LC3 (substantive benchmark range)       |
| 40 | £49,764 | £25.79 | £51,356 | £26.62 | LC3 (substantive benchmark range)       |
| 41 | £50,788 | £26.32 | £52,413 | £27.17 | LC3 (substantive benchmark range)       |
|    |         |        |         |        | <b>WTC staff in grades 42-45</b>        |
| 42 | £51,802 | £26.85 | £53,460 | £27.71 | LC3 (above substantive benchmark range) |
| 43 | £52,805 | £27.37 | £54,495 | £28.25 | LC3 (above substantive benchmark range) |
| 44 | £54,071 | £28.03 | £55,801 | £28.92 | LC3 (above substantive benchmark range) |

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| 45 | £55,367 | £28.70 | £57,139 | £29.62 | LC3 (above substantive benchmark range) |
|    |         |        |         |        | <b>WTC staff in grades 46-49</b>        |
| 46 | £56,708 | £29.39 | £58,523 | £30.33 | LC4 (below substantive range)           |
| 47 | £58,064 | £30.10 | £59,922 | £31.06 | LC4 (below substantive range)           |
| 48 | £59,300 | £30.74 | £61,198 | £31.72 | LC4 (below substantive range)           |
| 49 | £60,903 | £31.57 | £62,852 | £32.58 | LC4 (below substantive range)           |
|    |         |        |         |        | <b>WTC staff in grades 50-54</b>        |
| 50 | £62,377 | £32.33 | £64,373 | £33.37 | LC4 (substantive benchmark range)       |
| 51 | £63,881 | £33.11 | £65,925 | £34.17 | LC4 (substantive benchmark range)       |
| 52 | £65,943 | £34.18 | £68,053 | £35.27 | LC4 (substantive benchmark range)       |
| 53 | £68,000 | £35.25 | £70,176 | £36.37 | LC4 (substantive benchmark range)       |
| 54 | £70,065 | £36.32 | £72,307 | £37.48 | LC4 (substantive benchmark range)       |
|    |         |        |         |        | <b>WTC staff in grades 55-61</b>        |
| 55 | £72,145 | £37.39 | £74,454 | £38.59 | LC4 (above substantive benchmark range) |
| 56 | £74,198 | £38.46 | £76,572 | £39.69 | LC4 (above substantive benchmark range) |
| 57 | £76,277 | £39.54 | £78,718 | £40.80 | LC4 (above substantive benchmark range) |
| 58 | £78,315 | £40.59 | £80,821 | £41.89 | LC4 (above substantive benchmark range) |
| 59 | £80,247 | £41.59 | £82,815 | £42.93 | LC4 (above substantive benchmark range) |
| 60 | £82,221 | £42.62 | £84,852 | £43.98 | LC4 (above substantive benchmark range) |
| 61 | £84,243 | £43.67 | £86,939 | £45.06 | LC4 (above substantive benchmark range) |
|    |         |        |         |        |                                         |

The Witham Town Clerk is the only member of staff appointed at a salary level above the £50,000 reporting range, currently within SCP 51-53.

The pay multiple at 01/04/25 is 2.32 (ratio between the highest paid taxable earnings figure and the median earnings figure of the whole of the authority's workforce).