

**Pay offer 2020/21
Annex 1**

Grade	Time in Grade	2019-20 £	2020-21 £	%	% Increase including progression
BD2	> 1 year	82834	84834	2.41%	4.65%
	< 1 year	81061	83061	2.47%	
BD1	> 2 year	77201	79517	3.00%	7.61%
	> 1 year	73897	76114	3.00%	7.82%
	< 1 year	70592	72710	3.00%	
C2	> 3 years	67230	69247	3.00%	5.85%
	> 2 years	65423	67386	3.00%	5.93%
	> 1 year	63616	65524	3.00%	6.01%
	< 1 year	61809	63663	3.00%	
C1	> 3 years	58866	60632	3.00%	10.19%
	> 2 years	55024	56675	3.00%	10.73%
	> 1 year	51183	52718	3.00%	11.36%
	< 1 year	47342	48762	3.00%	
SEO	> 2 years	45088	46441	3.00%	11.52%
	> 1 year	41644	42893	3.00%	12.29%
	< 1 year	38200	39346	3.00%	
HEO	> 2 years	35709	36780	3.00%	10.82%
	> 1 year	33190	34186	3.00%	11.47%
	< 1 year	30668	31588	3.00%	
EO	> 1 year	29208	30084	3.00%	10.67%
	< 1 year	27184	28000	3.00%	
AO	> 1 year	23377	24127	3.21%	14.26%
	< 1 year	21115	21865	3.55%	
AA	All	19893	20643	3.77%	