

Cumberland Council
Job Families Pay and Grading Structure - Applicable from 1 April 2024

| Leadership (Executive Directors / Assistant Directors) | | | | | | | | | | |
|---|-----------------------|-----|---------------------------------|---------------------|------------------|---------------------|--------------|------------------------|-----------------------------|--------------------------|
| Grade | Grade Level A or B | SCP | Annual Full Time Salary £ | Hourly Rate £ | Job Family | | | | | |
| | | | | | Business Support | Customer Engagement | Operations | Organisational Support | People Care and Development | Regulation and Technical |
| 19 | B | 63 | £81,330 | £42.1583 | | | OP19 | OS19 | PCD19 | RT19 |
| | A | 61 | £78,536 | £40.7028 | | | | | | |
| 18 | B | 54 | £66,642 | £34.5425 | | | | OS18i / OS18ii | PCD18 | RT18i / RT18ii |
| | A | 52 | £63,830 | £33.0870 | | | | | | |
| 17 | B | 47 | £57,362 | £29.7353 | | CE17 | OP17 | OS17 | | RT17 |
| | A | 45 | £55,119 | £28.5668 | | | | | | |
| 16 | B | 41 | £50,788 | £26.3262 | | | OP16 | OS16 | PCD16 | RT16 |
| | A | 40 | £49,764 | £25.7954 | | | | | | |
| 15 | B | 37 | £46,731 | £24.2232 | | | OP15 | OS15 | PCD15 | RT15 |
| | A | 36 | £45,718 | £23.6982 | | | | | | |
| 14 | B | 35 | £44,711 | £23.1762 | | CE14 | | OS14 | PCD14 | RT14 |
| | A | 34 | £43,693 | £22.6485 | | | | | | |
| 13 | B | 33 | £42,708 | £22.1379 | | | OP13 | | PCD13 | RT13 |
| | A | 32 | £41,511 | £21.5174 | | | | | | |
| 12 | B | 31 | £40,476 | £20.9809 | BS12 | CE12 | | OS12 | PCD12i / PCD12ii | RT12 |
| | A | 30 | £39,513 | £20.4818 | | | | | | |
| 11 | B | 28 | £37,938 | £19.6654 | BS11 | CE11 | OP11 | OS11 | | RT11 |
| | A | 27 | £37,035 | £19.1973 | | | | | | |
| 10 | B | 26 | £36,124 | £18.7251 | BS10 | CE10 | OP10 | | PCD10i / PCD10ii | RT10 |
| | A | 25 | £35,235 | £18.2642 | | | | | | |
| 9 | B | 24 | £34,314 | £17.7868 | BS9 | | OP9i / OP9ii | OS9 | | RT9 |
| | A | 23 | £33,366 | £17.2954 | | | | | | |
| 8 | B | 20 | £31,586 | £16.3728 | BS8 | CE8i / CE8ii | | | PCD8i / PCD8ii | |
| | A | 19 | £31,067 | £16.1037 | | | | | | |
| 7 | B | 14 | £28,624 | £14.8374 | BS7 | | OP7i / OP7ii | OS7 | PCD7 | RT7 |
| | A | 12 | £27,711 | £14.3641 | | | | | | |
| 6 | B | 8 | £25,992 | £13.4731 | BS6 | CE6 | | | | RT6 |
| | A | 7 | £25,584 | £13.2616 | | | | | | |
| 5 | B | 6 | £25,183 | £13.0537 | BS5 | CE5 | OP5 | OS5 | PCD5 | |
| | A | 6 | £25,183 | £13.0537 | | | | | | |
| 4 | B | 5 | £24,790 | £12.8500 | BS4 | | OP4 | | PCD4 | RT4 |
| | A | 5 | £24,790 | £12.8500 | | | | | | |
| 3 | B | 4 | £24,404 | £12.6499 | BS3 | | OP3 | | PCD3 | |
| | A | 3 | £24,027 | £12.4545 | | | | | | |
| 2 | B | 2 | £23,656 | £12.2622 | | CE2 | | | | |
| | A | 2 | £23,656 | £12.2622 | | | | | | |
| 1 | B | 2 | £23,656 | £12.2622 | BS1 | | OP1 | | | |

*** Living Wage Foundation Living**

Wage Rate

The Grades below include a non-contractual pay supplement to increase these rates to the Living Wage Foundation

'UK Living Wage' rate of £16.60 per hour, as outlined below.

| | | | Existing Grade | | Supplement | | UK Living Wage Rate | |
|---|---|---|----------------|----------|---------------------------|---------------|---------------------------|---------------|
| | | | | | Annual Full Time Salary £ | Hourly Rate £ | Annual Full Time Salary £ | Hourly Rate £ |
| 3 | B | 4 | £24,404 | £12.6499 | N/A | N/A | N/A | N/A |
| | A | 3 | £24,027 | £12.4545 | £282 | £0.1455 | £24,309 | £12.6000 |
| 2 | B | 2 | £23,656 | £12.2622 | £653 | £0.3378 | £24,309 | £12.6000 |
| | A | 2 | £23,656 | £12.2622 | £653 | £0.3378 | £24,309 | £12.6000 |
| 1 | B | 2 | £23,656 | £12.2622 | £653 | £0.3378 | £24,309 | £12.6000 |