

Terms & Conditions
Appendix A:
Pay and Grading Structure 2020-21
Version:2.2

North Ayrshire Council

PAY & GRADING STRUCTURE With effect from 1 April 2020

Grade	Spinal Column Point	Hourly Rate Effective 1/4/20	Annual Earning's for 35 hours per week	Annual Earning's for 37 hours per week	Annual Earning's for 38 hours per week
17	111	£36.85	£67,324.95	£71,172.09	£73,095.66
	109	£35.76	£65,333.52	£69,066.86	£70,933.54
	107	£34.73	£63,451.71	£67,077.52	£68,890.43
16	105	£33.67	£61,515.09	£65,030.24	£66,787.81
	103	£32.67	£59,688.09	£63,098.84	£64,804.21
	101	£31.74	£57,988.98	£61,302.64	£62,959.46
15	100	£31.25	£57,093.75	£60,356.25	£61,987.50
	98	£30.34	£55,431.18	£58,598.68	£60,182.42
	96	£29.47	£53,841.69	£56,918.36	£58,456.69
14	95	£29.03	£53,037.81	£56,068.54	£57,583.91
	93	£28.19	£51,503.13	£54,446.17	£55,917.68
	91	£27.36	£49,986.72	£52,843.10	£54,271.30
13	90	£26.94	£49,219.38	£52,031.92	£53,438.18
	88	£26.18	£47,830.86	£50,564.05	£51,930.65
	86	£25.39	£46,387.53	£49,038.25	£50,363.60
12	85	£25.03	£45,729.81	£48,342.94	£49,649.51
	83	£24.30	£44,396.10	£46,933.02	£48,201.48
	81	£23.58	£43,080.66	£45,542.41	£46,773.29
11	80	£23.24	£42,459.48	£44,885.74	£46,098.86
	78	£22.56	£41,217.12	£43,572.38	£44,750.02
	76	£21.88	£39,974.76	£42,259.03	£43,401.17
10	75	£21.57	£39,408.39	£41,660.30	£42,786.25
	73	£20.93	£38,239.11	£40,424.20	£41,516.75
	71	£20.30	£37,088.10	£39,207.42	£40,267.08
	69	£19.72	£36,028.44	£38,087.21	£39,116.59
9	67	£19.16	£35,005.32	£37,005.62	£38,005.78
	65	£18.60	£33,982.20	£35,924.04	£36,894.96
	63	£18.08	£33,032.16	£34,919.71	£35,863.49
	61	£17.55	£32,063.85	£33,896.07	£34,812.18
8	59	£17.03	£31,113.81	£32,891.74	£33,780.71
	57	£16.52	£30,182.04	£31,906.73	£32,769.07
	55	£16.03	£29,286.81	£30,960.34	£31,797.11
	53	£15.57	£28,446.39	£30,071.90	£30,884.65
7	51	£15.12	£27,624.24	£29,202.77	£29,992.03
	49	£14.70	£26,856.90	£28,391.58	£29,158.92
	47	£14.26	£26,053.02	£27,541.76	£28,286.14
	45	£13.86	£25,322.22	£26,769.20	£27,492.70
6	43	£13.48	£24,627.96	£26,035.27	£26,738.93
	41	£13.07	£23,878.89	£25,243.40	£25,925.65
5	35	£11.98	£21,887.46	£23,138.17	£23,763.53
	33	£11.62	£21,229.74	£22,442.87	£23,049.43
4	27	£10.64	£19,439.28	£20,550.10	£21,105.50
	25	£10.34	£18,891.18	£19,970.68	£20,510.42
Living Wage		£9.50	£17,356.50	£18,348.30	£18,844.20

The 'Living Wage' reflects the Living Wage Foundation announcement effective from 9th November 2020.