

**Pay Grade framework including flexible benefit  
and job related vehicle allowance (as at 01/04/2020)**

Grade	Zone 1		Zone 2		Zone 3		Flexible benefit	*Vehicle allowance
<b>W1</b>	17,961	19,451	19,452	20,941	20,942	22,431	1,500	2,600
<b>W2</b>	22,432	23,710	23,711	24,989	24,990	26,265	1,633	2,600
<b>W3</b>	26,266	27,694	27,695	29,123	29,124	30,550	1,781	2,600
<b>W4</b>	30,551	32,715	32,716	34,880	34,881	37,044	2,007	2,600
<b>W5</b>	37,045	39,291	39,292	41,538	41,539	43,783	2,241	2,600
<b>W6</b>	43,784	46,331	46,332	48,879	48,880	51,424	2,506	2,600
<b>W7</b>	51,425	55,077	55,078	58,730	58,731	62,382	2,888	2,600
<b>W8</b>	62,383	65,928	65,929	69,474	69,475	73,019	3,255	2,600
<b>W9</b>	73,020	77,614	77,615	82,209	82,210	86,803	3,731	2,600
<b>W10</b>	86,804	92,708	92,709	98,613	98,614	104,517	4,347	2,600
<b>W11</b>	104,518	110,957	110,958	117,397	117,398	123,834	5,018	2,600
<b>W12</b>	123,835	130,653	130,654	137,472	137,473	144,288	5,728	2,600

\*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		
<b>T1</b>	Apprentice	£4.15 per hour
<b>T2</b>	Under 18	£4.55 per hour
<b>T3</b>	18 to 20	£6.45 per hour
<b>T4</b>	21 to 24	£8.20 per hour
<b>T5</b>	25 and over / WBC Apprentice	£8.72 - £9.30 per hour