

2008 BASE PAYBAND

Job Category		Pay range min £	Pay range midpoint £	Midpoint +1	Midpoint +2	95% Target	Pay range max £
Senior Management/ Professional	A	65,354	72,615	74,854	77,093	79,332	83,507
	B	56,235	62,482	64,409	66,336	68,262	71,855
	C	47,622	52,914	54,545	56,177	57,809	60,851
	D	40,529	45,032	46,421	47,809	49,198	51,786
	E	34,956	38,841	40,038	41,236	42,434	44,667
Management & Technical/ Professional	A	29,890	33,211	34,236	35,260	36,284	38,193
	B	26,345	29,271	30,174	31,075	31,978	33,662
	C	23,305	25,894	26,692	27,491	28,289	29,778
	D	21,277	23,643	24,371	25,100	25,829	27,189
Administrative and Support	A	19,251	21,390	22,049	22,709	23,370	24,599
	B	17,226	19,138	19,730	20,319	20,910	22,011
	C	15,706	17,450	17,989	18,525	19,064	20,069

PROPERTY PROFESSIONALS – MARKET PREMIA

Job Category		Pay range min £	Full performance £	Midpoint +1	Midpoint +2	95% Target	Pay range max £
Senior Management/ Professional	A	70,661	77,921	80,159	82,399	84,638	88,813
	B	61,541	67,788	69,715	71,642	73,569	77,161
	C	52,928	58,220	59,851	61,482	63,114	66,157
	D	45,835	50,338	51,726	53,115	54,504	57,092
	E	40,262	44,147	45,344	46,542	47,740	49,973
	A	35,196	38,517	39,542	40,566	41,591	43,499

IT PROFESSIONALS - MARKET PREMIA

Job Category		Pay range min £	Full performance £	Midpoint +1	Midpoint +2	95% Target	Pay range max £
Senior Management/ Professional	A						
	B						
	C	51,431	57,146	58,909	60,670	62,433	65,719
	D	43,771	48,636	50,134	51,633	53,134	55,931
	E	37,753	41,948	43,242	44,534	45,829	48,240
	A	32,283	35,868	36,975	38,081	39,186	41,250
	B	28,451	31,613	32,588	33,562	34,537	36,355

EXECUTIVE PAs – MARKET PREMIA

Job Category		Pay range min £	Full performance	Midpoint +1	Midpoint +2	95% Target	Pay range max £
Management & Technical/ Professional	A						
	B						
	C	25,427	28,016	28,814	29,614	30,411	31,901
	D	23,400	25,764	26,493	27,222	27,952	29,312

FINANCE - MARKET PREMIA

Job Category		Pay range min £	Pay range midpoint £	Midpoint +1	Midpoint +2	95% Target	Pay range max £
Senior Management / professional	A	67,315	74,794	77,099	79,405	81,712	86,013
	B	57,922	64,357	66,341	68,326	70,311	74,010
	C	49,051	54,501	56,182	57,862	59,543	62,676
	D	41,745	46,383	47,814	49,243	50,674	53,341
	E	36,006	40,005	41,239	42,473	43,707	46,007
MTP	A	30,787	34,208	35,263	36,318	37,372	39,339
MTP	B	26,733	29,703	30,619	31,534	32,451	34,159