

# Your Guide to Pay and Grading

Our proposed  
reshaped structure

May 2025

A colleague guide to our proposed reshaped Pay & Grading structure, why it is right for today and what it means for you.



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# Why this structure?

Our proposed **reshaped** Pay & Grading structure has been built with all our colleagues in mind and forms part of **our wider transformation journey**. It is a structure that allows quick progression, with a clear pay scale for each **grade**.

We have not been alone in this. We have been working in partnership with our three recognised Trade Unions (GMB, UNISON and Unite the Union). Our aim is **to build a fair and positive workplace for everyone**.

Our reshaped structure must align with our values:

## We put citizens first

We respect our people and the roles they perform

## We are true to our word

We have made a promise to put you, our colleagues, first

## We act courageously

We are not afraid to tackle the difficult issues and find solutions to put them right

## We achieve excellence

We have worked hard to get this right

This structure will help us to:

Invest in our workforce in a way that means our colleagues benefit

Continue our commitment to the NJC pay structure and ensure our people progress through their pay range at a much faster rate and with larger salary jumps

Treat our people fairly, helping to reduce the risk of **equal pay** claims arising in the future

Be competitive, keeping the talented people that we have and attracting the best new talent in the future

If one thing in life is certain, it is change. And we must adapt to make sure that what we do, and how we do it, works for today and tomorrow. This structure fits current roles across Birmingham City Council, Birmingham Children's Trust, Acivico and schools where BCC is the employer.

## Why our structure needs to change

Our current structure was developed in or around 2008, although it has evolved over time. We made a commitment to treat our colleagues consistently and fairly and our proposed structure supports this, simplifying our approach to pay and grading.

## What is good about the proposed reshaped structure

It provides a consistent approach to how our colleagues are graded and paid.

Most colleagues currently in Grades 1-5 and covered by a Birmingham Workforce Contract will benefit. Each grade has a clearly defined pay scale, with a minimum and maximum salary, and no more than six **Spinal Column Points (SCPs)** so colleagues will progress through their grade at a much faster rate.

The maximum salary for Grades A, C and D will be higher, so colleagues moving to these grades from current Grades 1, 2, 4 and 5 respectively will be able to earn more. We have also lifted the minimum salary for Grades B and D, which means those at the lower end of Grades 3 and 5 will see a benefit.



# Our proposed Pay & Grading structure

Here you can see our proposed **reshaped** Pay & Grading structure.

There are four grades (A, B, C and D) compared with five **grades** in the current structure (1, 2, 3, 4 and 5). Grades 1 and 2 merge to form Grade A, Grade 3 becomes Grade B, Grade 4 becomes Grade C and Grade 5 becomes Grade D.

Each grade has a **SCP** scale with associated annual salaries (22 SCPs in total). The value of each SCP still reflects that agreed as part of the normal NJC national pay arrangements and will increase annually in line with the nationally agreed pay award.

Steps on the reshaped pay scale are larger than in the current structure meaning colleagues will progress more quickly than they do now, with larger salary jumps, typically reaching the maximum pay scale in five years or less.

Based on the current proposal, you will move across to the **reshaped** structure on the current pay scale, then progress on the reshaped pay scale on 1 April 2026 (see diagrams and scenarios across pages 4 to 9).


## Move to the reshaped structure on the current pay scale

- **Grade:** You will move to the reshaped structure (Grades A-D) based on your current **grade**.
- **SCP:** You will remain on your April 2025 SCP **unless** this would mean that you are below the minimum salary of your grade on the reshaped structure, in which case, you will move to that SCP and receive the associated salary increase.

## Progress on the reshaped pay scale from 1 April 2026

Unless you are already at the top SCP of your grade on the reshaped structure, you will move to the next SCP on the reshaped pay scale each April.

New colleagues joining from the effective date, will join on the reshaped structure.



Grade	Spinal Column Points (SCPs)	Associated annual salary (as at 1 April 2024*)
D	42	£51,802
	40	£49,764
	38	£47,754
	36	£45,718
	34	£43,693
C	33	£42,708
	31	£40,476
	29	£38,626
	27	£37,035
	25	£35,235
B	23	£33,366
	22	£32,654
	20	£31,586
	18	£30,559
	16	£29,572
A	14	£28,624
	12	£27,711
	11	£27,269
	9	£26,409
	7	£25,584
	5	£24,790
	3	£24,027

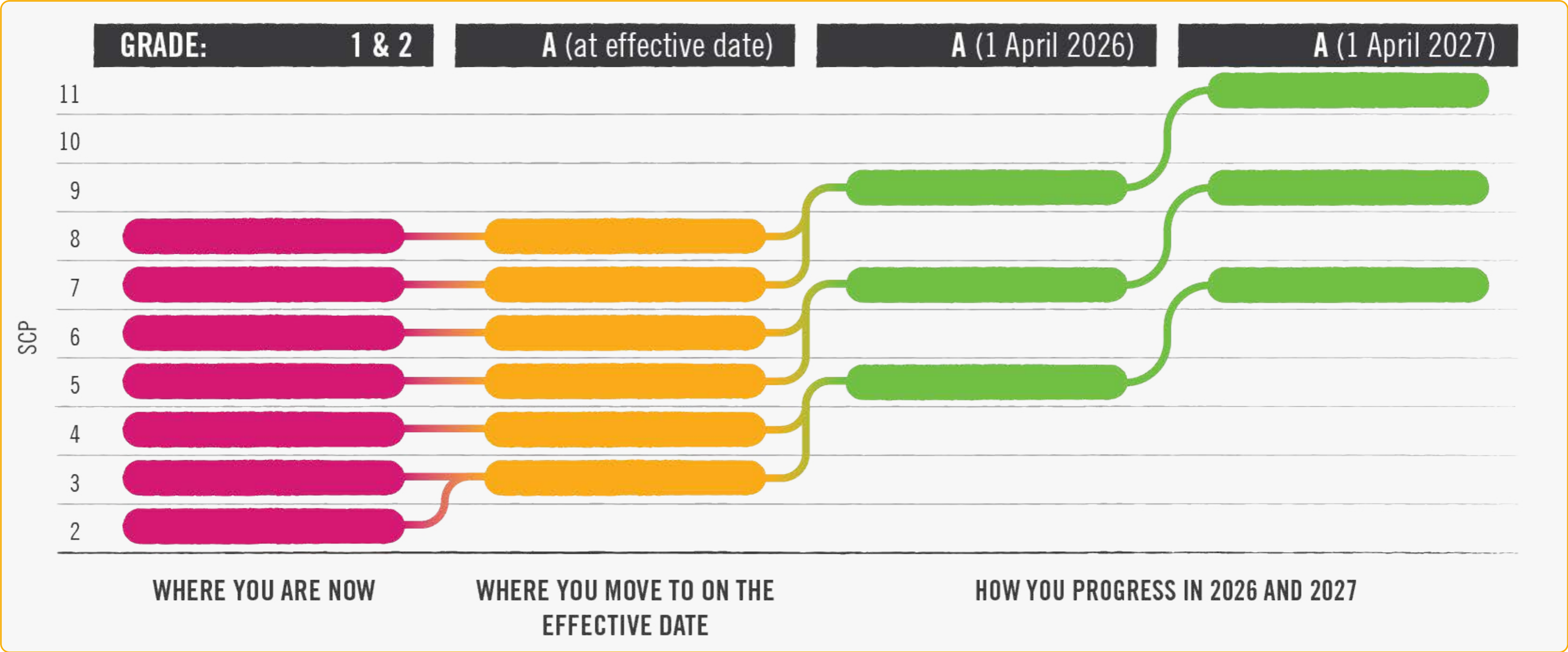
\*Annual salaries for 1 April 2025 are not yet known (nationally agreed pay awards are still to be agreed) so we have included annual salaries as at 1 April 2024.





# Progression on Grade A

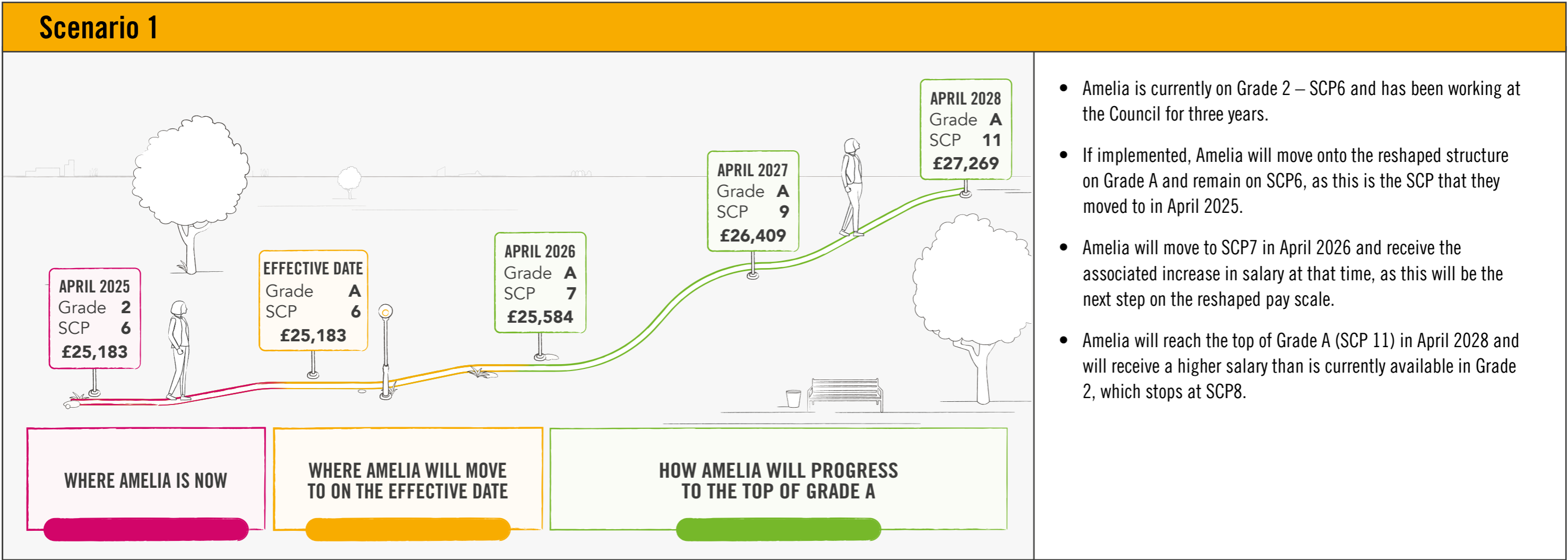
(currently Grades 1 & 2)



The table above shows how you move onto the reshaped structure from Grades 1 and 2 to Grade A, and how you progress on the reshaped pay scale in 2026 and 2027.



# Scenario for Grade A (currently 1 & 2)

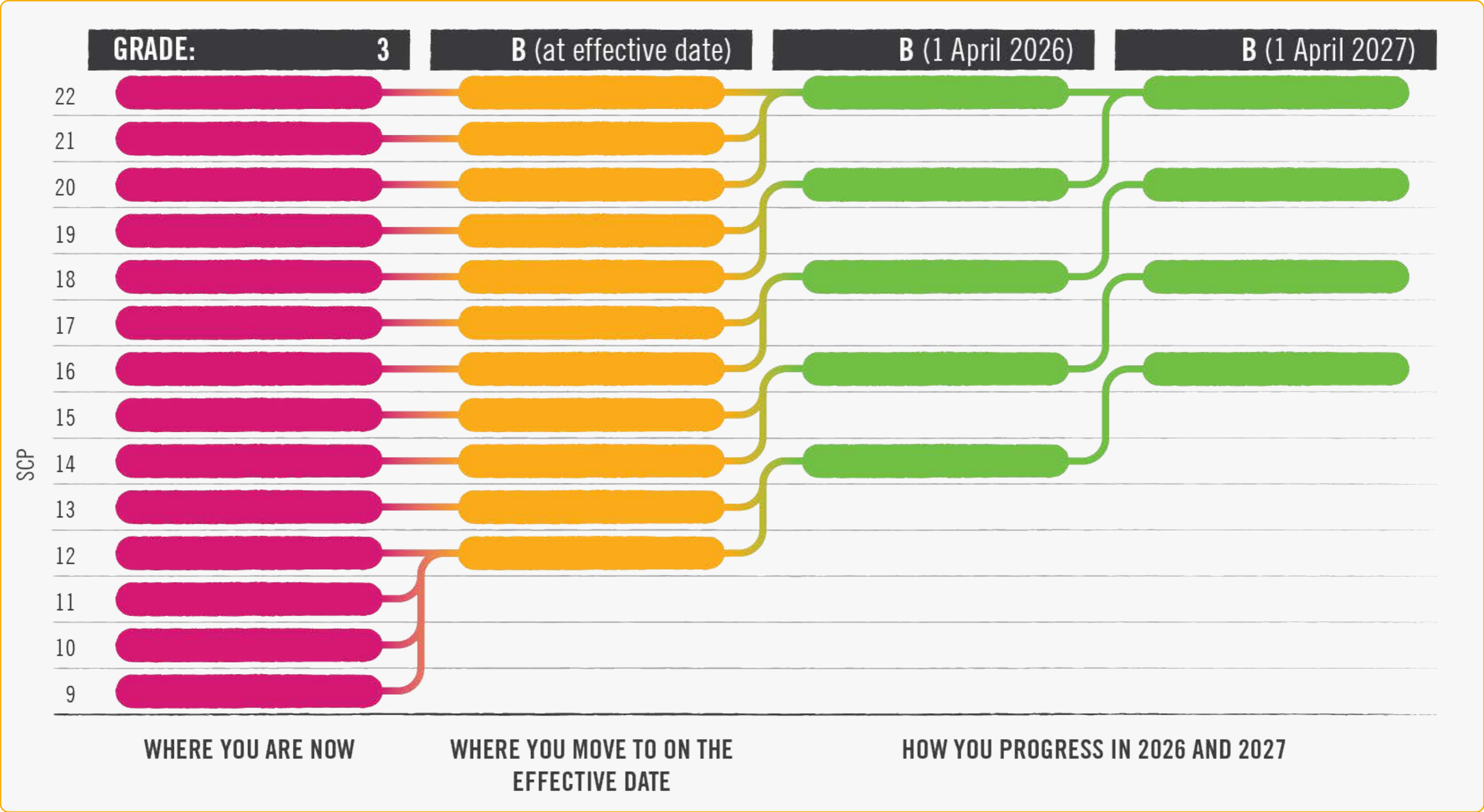


This scenario is not based on a real-life colleague. It has been included to illustrate how you will move onto, and progress through, Grade A on the reshaped Pay & Grading structure if implemented.

The value of each SCP will increase each year in line with the nationally agreed pay award. Annual salaries shown in each scenario are for the April 2024 to March 2025 pay year as pay awards for this pay year (April 2025 to March 2026) are still to be agreed.



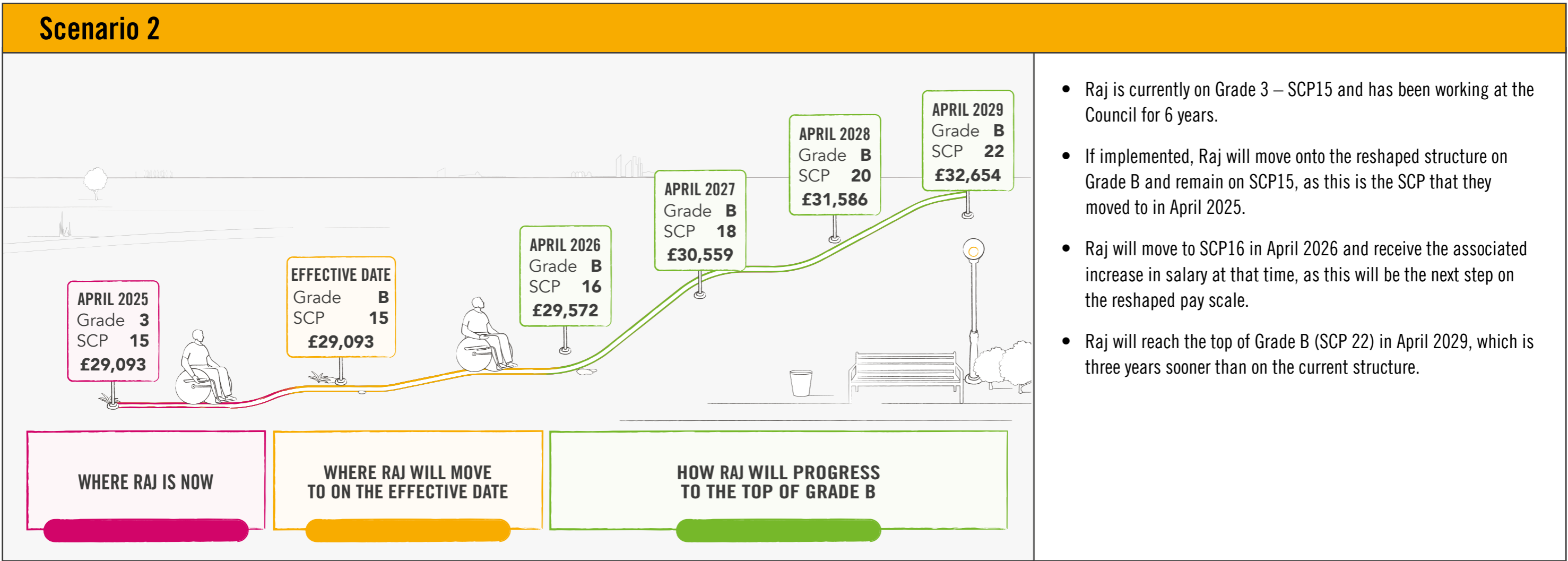
# Progression on Grade B (currently Grade 3)



The table above shows how you move onto the reshaped structure from Grade 3 to Grade B, and how you progress on the reshaped pay scale in 2026 and 2027.



# Scenario for Grade B (currently 3)

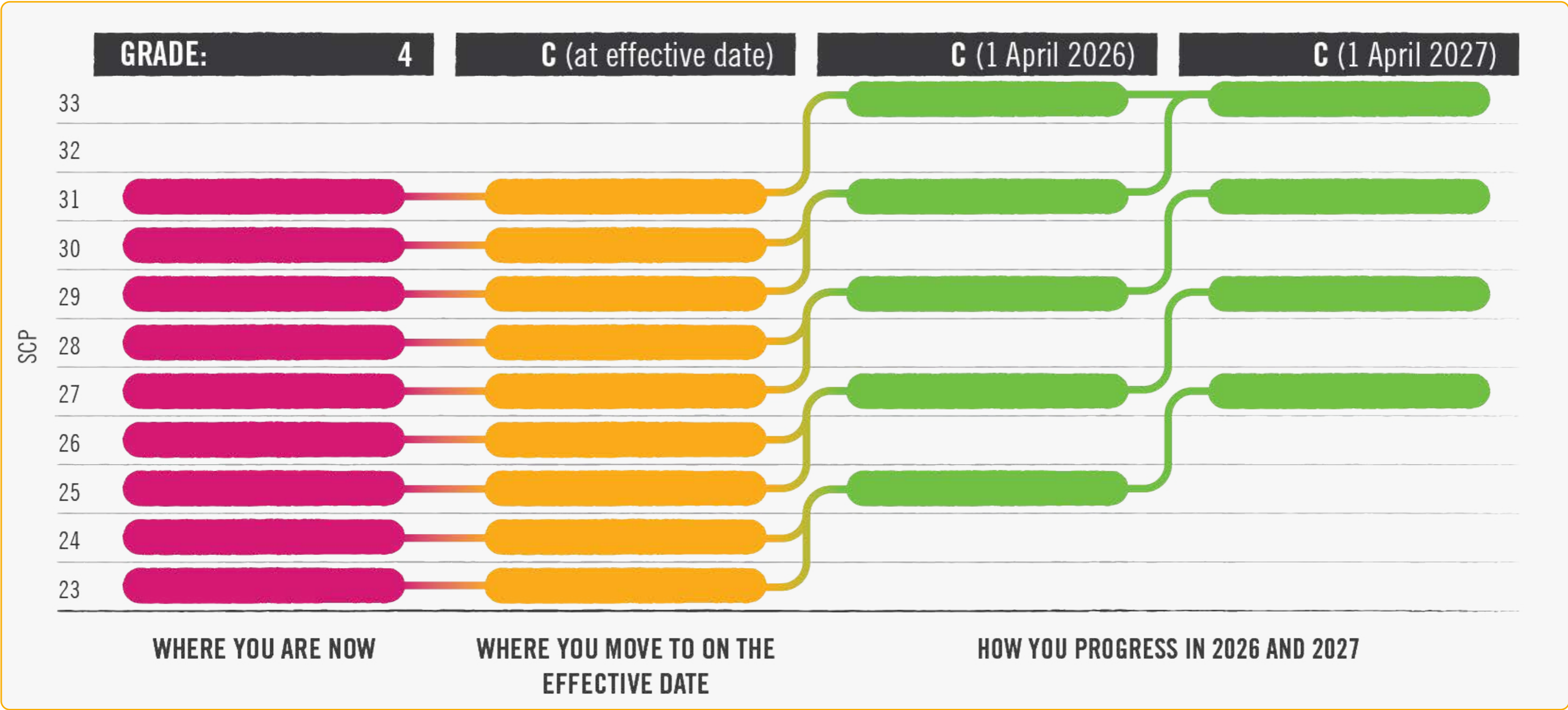


This scenario is not based on a real-life colleague. It has been included to illustrate how you will move onto, and progress through, Grade B on the reshaped Pay & Grading structure if implemented.

The value of each SCP will increase each year in line with the nationally agreed pay award. Annual salaries shown in each scenario are for the April 2024 to March 2025 pay year as pay awards for this pay year (April 2025 to March 2026) are still to be agreed.

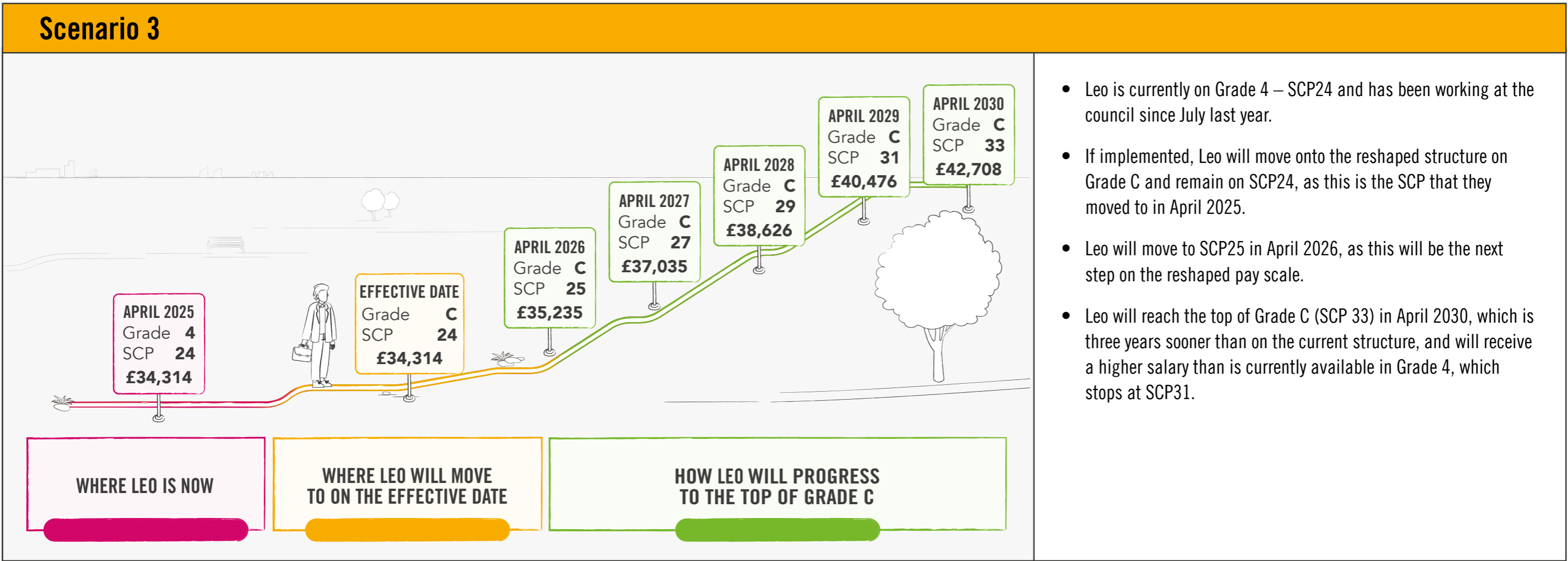
# Progression on Grade C

(currently Grade 4)



The table above shows how you move onto the reshaped structure from Grade 4 to Grade C, and how you progress on the reshaped pay scale in 2026 and 2027.

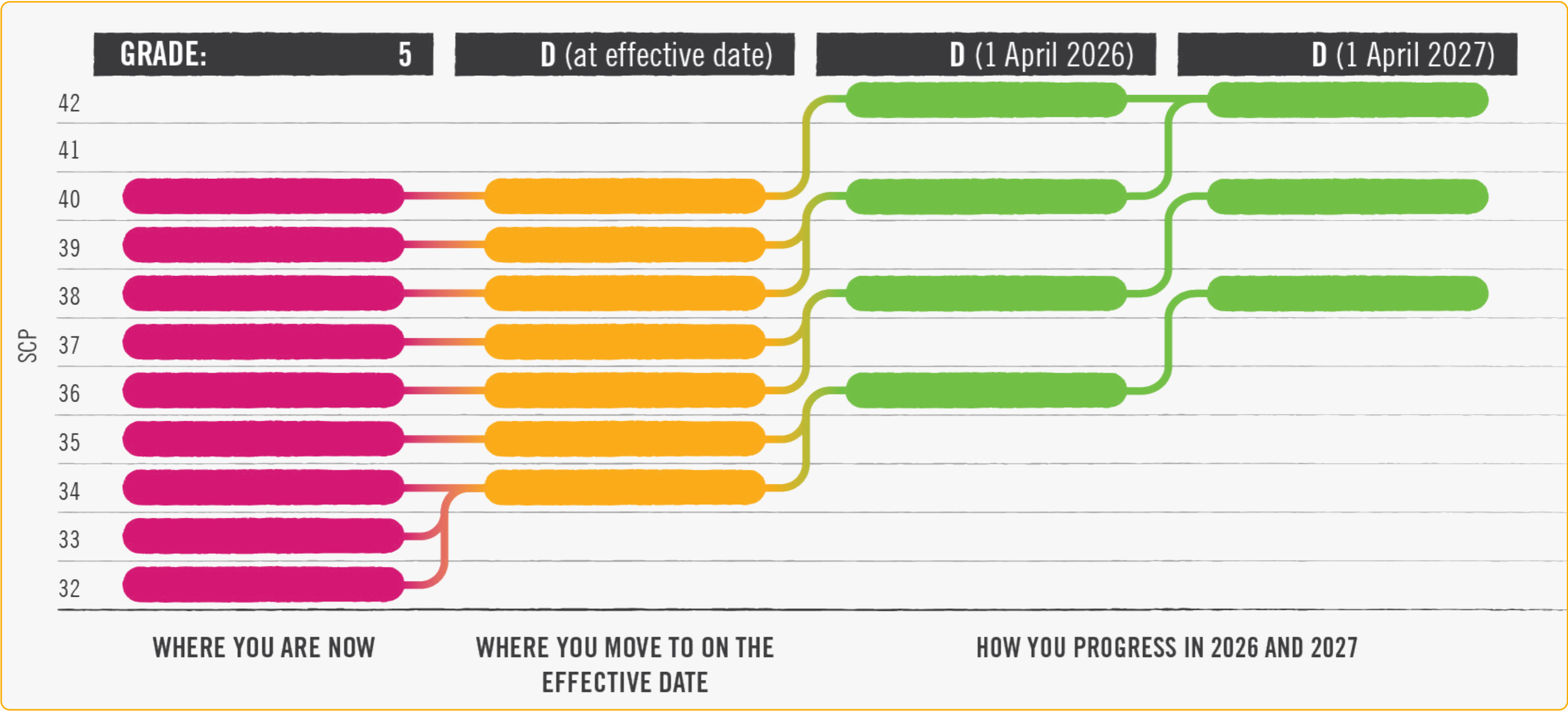
# Scenario for Grade C (currently 4)



This scenario is not based on a real-life colleague. It has been included to illustrate how you will move onto, and progress through, Grade C on the reshaped Pay & Grading structure if implemented.

The value of each SCP will increase each year in line with the nationally agreed pay award. Annual salaries shown in each scenario are for the April 2024 to March 2025 pay year as pay awards for this pay year (April 2025 to March 2026) are still to be agreed.

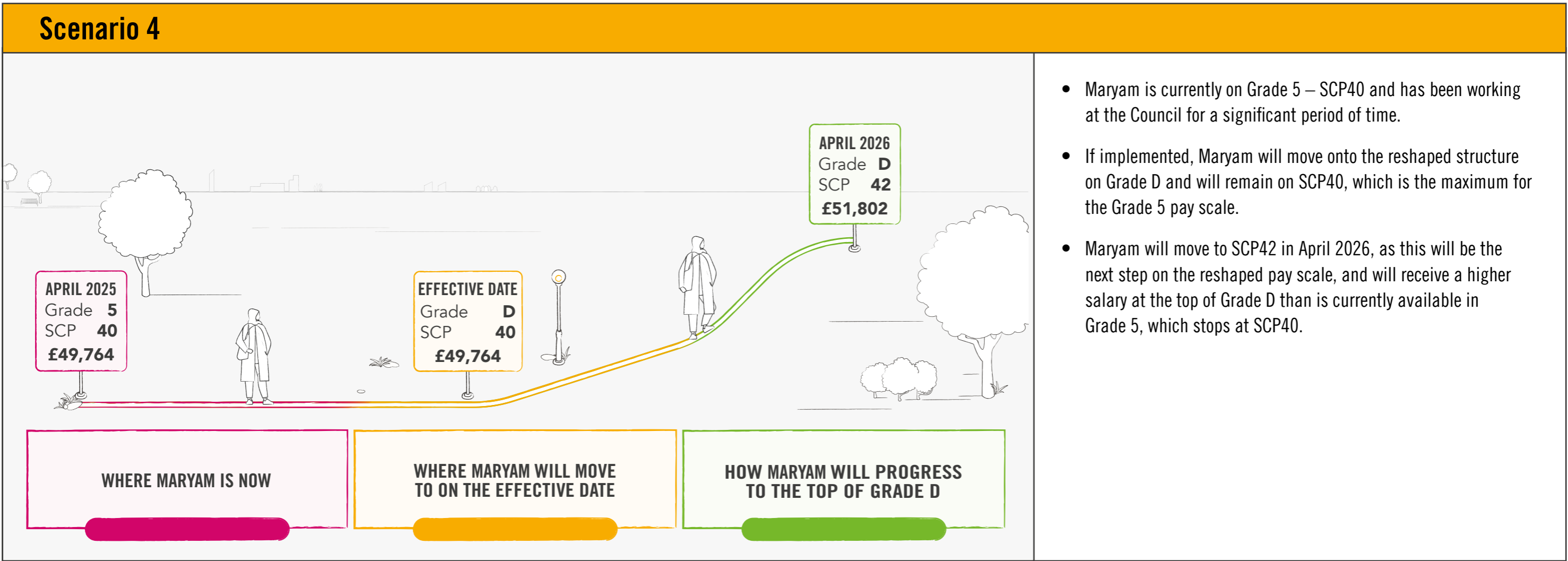
# Progression on Grade D (currently Grade 5)



The table above shows how you move onto the reshaped structure from Grade 5 to Grade D, and how you progress on the reshaped pay scale in 2026 and 2027.



# Scenario for Grade D (currently 5)



This scenario is not based on a real-life colleague. It has been included to illustrate how you will move onto, and progress through, Grade D on the reshaped Pay & Grading structure if implemented.

The value of each SCP will increase each year in line with the nationally agreed pay award. Annual salaries shown in each scenario are for the April 2024 to March 2025 pay year as pay awards for this pay year (April 2025 to March 2026) are still to be agreed.

# Glossary of terms

Term	Description
<b>Grade</b>	The level associated with your role on the Pay & Grading structure.
<b>Equal Pay</b>	Ensuring colleagues who are doing equal work have the same terms of employment, including those relating to pay, unless any difference in terms is due to a non-discriminatory "material factor".
<b>Our wider transformation journey</b>	Our plan to improve the way the Council operates and how we work together as a team to deliver the best possible service to the people of Birmingham (Reset Reshape Restart).
<b>Spinal Column Point (SCP)</b>	The pay related steps that you move through each year within your grade.
<b>Substantive Post</b>	Your main role (the role you will return to following a secondment or acting up).

We are committed to building a fair and positive workplace for everyone. This proposed Pay & Grading structure is one part of this promise. We will continually work to put you, our colleagues, at the heart of everything we do so, whether you work for Birmingham City Council, Birmingham Children's Trust, Acivico or one of our schools where BCC is the employer, you can feel proud to be part of our team.

