

Our reshaped pay and grading structure

Progression tables by grade and SCP

October 2025





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The reshaped pay and grading structure for Grades 1 to 5 is being implemented across Birmingham City Council (BCC), Birmingham Children's Trust (BCT), Acivico, and schools where BCC is the employer.

- [Grade 1 to Grade A](#)
- [Grade 2 to Grade A](#)
- [Grade 3 to Grade B](#)
- [Grade 4 to Grade C](#)
- [Grade 5 to Grade D](#)





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Grade 1 to Grade A

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Progression from Grade 1 SCP 3 through Grade A

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Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										11	£28,142
								9	£27,254		
						7	£26,403				
				5	£25,583						
		3	£24,796								
2	£24,413										

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

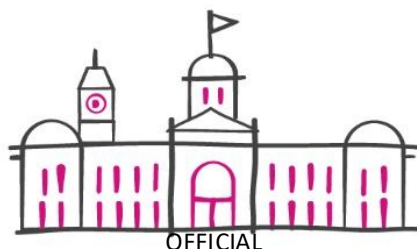
Progression from Grade 1 SCP 3 through Grade A

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Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										11	£28,142
								9	£27,254		
						7	£26,403				
				5	£25,583						
3	£24,796	3	£24,796								

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.





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Grade 2 to Grade A

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Progression from Grade 2 SCP 3 through Grade A

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Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										11	£28,142
								9	£27,254		
						7	£26,403				
				5	£25,583						
3	£24,796	3	£24,796								

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 2 SCP 4 through Grade A

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Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										11	£28,142
								9	£27,254		
						7	£26,403				
				5	£25,583						
4	£25,185	4	£25,185								

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 2 SCP 5 through Grade A

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Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
								11	£28,142	11	£28,142
						9	£27,254				
				7	£26,403						
5	£25,583	5	£25,583								

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 2 SCP 6 through Grade A

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Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
								11	£28,142
						9	£27,254		
				7	£26,403				
6	£25,989	6	£25,989						

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

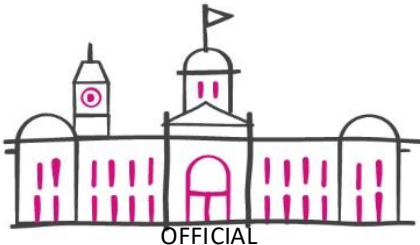
*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 2 SCP 7 through Grade A

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
						11	£28,142
				9	£27,254		
7	£26,403	7	£26,403				

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

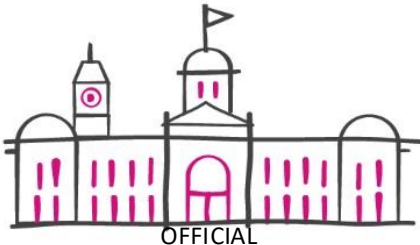


Progression from Grade 2 SCP 8 through Grade A

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
						11	£28,142
				9	£27,254		
8	£26,824	8	£26,824				

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.





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Grade 3 to Grade B

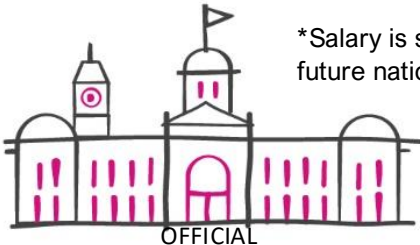
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Progression from Grade 3 SCP 9 through Grade B

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029		Position from 1 April 2030	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
												23	£34,434
										20	£32,597		
								18	£31,537				
						16	£30,518						
				14	£29,540								
		12	£28,598										
9	£27,254												

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.



Progression from Grade 3 SCP 10 through Grade B

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Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029		Position from 1 April 2030	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
												23	£34,434
										20	£32,597		
								18	£31,537				
						16	£30,518						
				14	£29,540								
		12	£28,598										
10	£27,694												

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

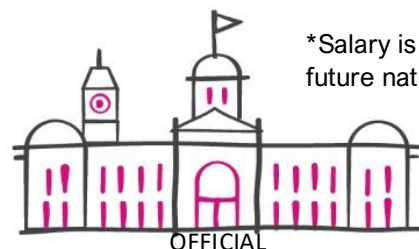
*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 3 SCP 11 through Grade B

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Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029		Position from 1 April 2030	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
												23	£34,434
										20	£32,597		
								18	£31,537				
						16	£30,518						
				14	£29,540								
		12	£28,598										
11	£28,142												

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.



*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 3 SCP 12 through Grade B

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Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029		Position from 1 April 2030	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
												23	£34,434
										20	£32,597		
								18	£31,537				
						16	£30,518						
				14	£29,540								
12	£28,598	12	£28,598										

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

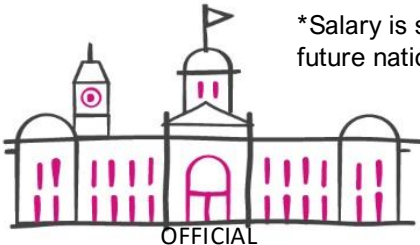
*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 3 SCP 13 through Grade B

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029		Position from 1 April 2030	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
												23	£34,434
										20	£32,597		
								18	£31,537				
						16	£30,518						
				14	£29,540								
13	£29,064	13	£29,064										

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.



Progression from Grade 3 SCP 14 through Grade B

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Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										23	£34,434
								20	£32,597		
						18	£31,537				
				16	£30,518						
14	£29,540	14	£29,540								

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 3 SCP 15 through Grade B

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Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										23	£34,434
								20	£32,597		
						18	£31,537				
				16	£30,518						
15	£30,024	15	£30,024								

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 3 SCP 16 through Grade B

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Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
								23	£34,434
						20	£32,597		
				18	£31,537				
16	£30,518	16	£30,518						

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 3 SCP 17 through Grade B

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Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
								23	£34,434
						20	£32,597		
				18	£31,537				
17	£31,022	17	£31,022						

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 3 SCP 18 through Grade B

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Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
						23	£34,434
				20	£32,597		
18	£31,537	18	£31,537				

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 3 SCP 19 through Grade B

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Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
						23	£34,434
				20	£32,597		
19	£32,061	19	£32,061				

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 3 SCP 20 through Grade B

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Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026	
SCP	Salary*	SCP	Salary*	SCP	Salary*
				23	£34,434
20	£32,597	20	£32,597		

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

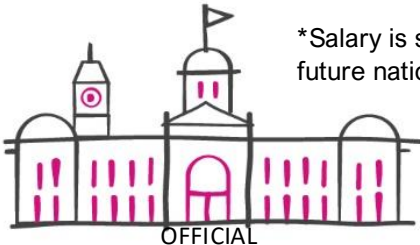
*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 3 SCP 21 through Grade B

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026	
SCP	Salary*	SCP	Salary*	SCP	Salary*
				23	£34,434
21	£33,143	21	£33,143		

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

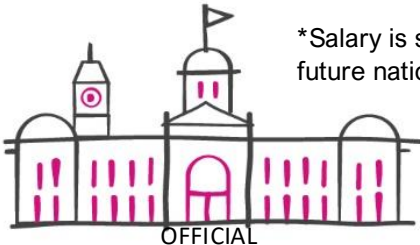


Progression from Grade 3 SCP 22 into Grade B

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026	
SCP	Salary*	SCP	Salary*	SCP	Salary*
				23	£34,434
22	£33,699	22	£33,699		

This diagram shows how you move onto the reshaped structure at the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.





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Grade 4 to Grade C

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Progression from Grade 4 SCP 23 through Grade C

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029		Position from 1 April 2030	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
												33	£44,075
										31	£41,771		
								29	£39,862				
						27	£38,220						
				25	£36,363								
		24	£35,412										
23	£34,434												

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 4 SCP 24 through Grade C

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029		Position from 1 April 2030	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
												33	£44,075
										31	£41,771		
								29	£39,862				
						27	£38,220						
				25	£36,363								
24	£35,412	24	£35,412										

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 4 SCP 25 through Grade C

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										33	£44,075
								31	£41,771		
						29	£39,862				
				27	£38,220						
25	£36,363	25	£36,363								

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 4 SCP 26 through Grade C

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										33	£44,075
								31	£41,771		
						29	£39,862				
				27	£38,220						
26	£37,280	26	£37,280								

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 4 SCP 27 through Grade C

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
								33	£44,075
						31	£41,771		
				29	£39,862				
27	£38,220	27	£38,220						

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 4 SCP 28 through Grade C

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
								33	£44,075
						31	£41,771		
				29	£39,862				
28	£39,152	28	£39,152						

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 4 SCP 29 through Grade C

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
						33	£44,075
				31	£41,771		
29	£39,862	29	£39,862				

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 4 SCP 30 through Grade C

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
						33	£44,075
				31	£41,771		
30	£40,777	30	£40,777				

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 4 SCP 30 through Grade C

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026	
SCP	Salary*	SCP	Salary*	SCP	Salary*
				33	£44,075
31	£41,771	31	£41,771		

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.



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Grade 5 to Grade D

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Progression from Grade 5 SCP 32 through Grade D

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										42	£53,460
								40	£51,356		
						38	£49,282				
				36	£47,181						
		34	£45,091								
32	£42,839										

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 5 SCP 33 through Grade D

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										42	£53,460
								40	£51,356		
						38	£49,282				
				36	£47,181						
		34	£45,091								
33	£44,075										

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 5 SCP 34 through Grade D

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										42	£53,460
								40	£51,356		
						38	£49,282				
				36	£47,181						
34	£45,091	34	£45,091								

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 5 SCP 35 through Grade D

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										42	£53,460
								40	£51,356		
						38	£49,282				
				36	£47,181						
35	£46,142	35	£46,142								

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 5 SCP 36 through Grade D

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
								42	£53,460
						40	£51,356		
				38	£49,282				
36	£47,181	36	£47,181						

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 5 SCP 37 through Grade D

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
								42	£53,460
						40	£51,356		
				38	£49,282				
37	£48,226	37	£48,226						

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 5 SCP 38 through Grade D

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
						42	£53,460
				40	£51,356		
38	£49,282	38	£49,282				

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 5 SCP 39 through Grade D

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
						42	£53,460
				40	£51,356		
39	£50,269	39	£50,269				

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

Progression from Grade 5 SCP 40 through Grade D

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026	
SCP	Salary*	SCP	Salary*	SCP	Salary*
				42	£53,460
40	£51,356	40	£51,356		

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

*Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.



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