

Chief Executive 1 April 2022

Grade	New Salary April 2022	Monthly Salary	Hourly Rate
CEO Point 01	£135,564.00	£11,297.00	£70.27
CEO Point 02	£139,436.00	£11,619.67	£72.27
CEO Point 03	£143,310.00	£11,942.50	£74.28
CEO Point 04	£147,182.00	£12,265.17	£76.29

Chief Officers 1 April 2022

Grade	New Salary 1 April 2022	Monthly Salary	Hourly Rate
New Chief Officer Point 1	£91,117.00	£7,593.08	£47.23
New Chief Officer Point 2	£94,504.00	£7,875.33	£48.98
New Chief Officer Point 3	£97,891.00	£8,157.58	£50.74
New Chief Officer Point 4	£102,407.00	£8,533.92	£53.08

National Minimum Wage & National Living Wage Rates 1 April 2022

Grade	Hourly Rate	Annual Salary	Monthly Salary
First Year Apprentice	£4.81	£9,279.86	£773.32
Age Under 18	£4.81	£9,279.86	£773.32
Aged 18 to 20 Inclusive	£6.83	£13,177.02	£1,098.09
Aged Over 21 and Under 23	£9.18	£17,710.84	£1,475.90
National Living Wage (aged 23 and over)	£9.50	£18,328.22	£1,527.35

Youth Workers Pay Scales

1 September 2022

Spinal Column Point	Salary 1 September 2022	Monthly Salary	Hourly Rate
03*	Deleted		
04*	Deleted		
05	£21,571.00	£1,797.58	£11.18
06	£21,900.00	£1,825.00	£11.35
07	£22,196.00	£1,849.67	£11.50
08	£22,874.00	£1,906.17	£11.86
09	£23,739.00	£1,978.25	£12.30
10	£24,416.00	£2,034.67	£12.66
11	£25,509.00	£2,125.75	£13.22
12	£26,576.00	£2,214.67	£13.78
13	£27,681.00	£2,306.75	£14.35
14	£28,825.00	£2,402.08	£14.94
15	£29,603.00	£2,466.92	£15.34
16	£30,416.00	£2,534.67	£15.77
17	£31,216.00	£2,601.33	£16.18
18	£32,021.00	£2,668.42	£16.60
19	£32,820.00	£2,735.00	£17.01
20	£33,622.00	£2,801.83	£17.43
21	£34,522.00	£2,876.83	£17.89
22	£35,542.00	£2,961.83	£18.42
23	£36,536.00	£3,044.67	£18.94
24	£37,534.00	£3,127.83	£19.45
25	£38,540.00	£3,211.67	£19.98
26	£39,545.00	£3,295.42	£20.50
27	£40,550.00	£3,379.17	£21.02
28	£41,568.00	£3,464.00	£21.55
29	£42,577.00	£3,548.08	£22.07
30	£43,588.00	£3,632.33	£22.59
31	£44,270.00	£3,689.17	£22.95
32	£45,391.00	£3,782.58	£23.53

* The deletion of Point 03 and Point 04 has removed Grade Points 01 – 04. Employees who were on this grade have been placed on a new grade of Fixed Point 05.

Flintshire County Council Green Book Pay Model 1 April 2022

	JE Range	Grade	SCP	Salary 1 April 2022	Monthly Salary	Hourly Rate
Officer Range	<305	G01 (old A & B)	01	£20,258.00	£1,688.17	£10.50
			02	£20,441.00	£1,703.42	£10.60
			03	£20,812.00	£1,734.33	£10.79
			04	£21,189.00	£1,765.75	£10.98
	306-369	G02 (old C & D)	05	£21,575.00	£1,797.92	£11.18
			06	£21,968.00	£1,830.67	£11.39
			07	£22,369.00	£1,864.08	£11.59
			08	£22,786.00	£1,898.83	£11.81
	370-395	G03 (old E)	09	£23,194.00	£1,932.83	£12.02
			10	£23,620.00	£1,968.33	£12.24
			11	£24,054.00	£2,004.50	£12.47
			12	£24,496.00	£2,041.33	£12.70
	396-440	G04 (old F)	15	£25,878.00	£2,156.50	£13.41
			17	£26,845.00	£2,237.08	£13.91
			19	£27,852.00	£2,321.00	£14.44
			20	£28,371.00	£2,364.25	£14.71
Senior Officer Range	441-480	G05 (old G)	24	£31,099.00	£2,591.58	£16.12
			25	£32,020.00	£2,668.33	£16.60
			26	£32,909.00	£2,742.42	£17.06
			27	£33,820.00	£2,818.33	£17.53
	481-525	G06 (old H)	28	£34,723.00	£2,893.58	£18.00
			29	£35,411.00	£2,950.92	£18.35
			30	£36,298.00	£3,024.83	£18.81
			31	£37,261.00	£3,105.08	£19.31
Manager Range	526-560	G07 (old I)	32	£38,296.00	£3,191.33	£19.85
			33	£39,493.00	£3,291.08	£20.47
			34	£40,478.00	£3,373.17	£20.98
			35	£41,496.00	£3,458.00	£21.51
	561-595	G08 (old J)	36	£42,503.00	£3,541.92	£22.03
			37	£43,516.00	£3,626.33	£22.56
			38	£44,539.00	£3,711.58	£23.09
			39	£45,495.00	£3,791.25	£23.58
	596-635	G09 (old K)	40	£46,549.00	£3,879.08	£24.13
			41	£47,573.00	£3,964.42	£24.66
			42	£48,587.00	£4,048.92	£25.18
			43	£49,590.00	£4,132.50	£25.70

Occupational Health Nurses Pay Scales

1 April 2022

Band	Salary 1 April 2022	Monthly Salary	Years until eligible for pay progression
Band 1 – Point 1*	£20,758.00	£1,729.83	
Band 2 – Entry Step Point	£20,758.00	£1,729.83	
Band 2 – Top Step Point	£21,318.00	£1,776.50	2
Band 3 – Entry Step Point	£21,730.00	£1,810.83	
Band 3 – Top Step Point	£23,177.00	£1,931.42	2
Band 4 – Entry Step Point	£23,949.00	£1,995.75	
Band 4 – Top Step Point	£26,282.00	£2,190.17	3
Band 5 – Entry Step Point	£27,055.00	£2,254.58	
Band 5 – Intermediate Step Point	£29,180.00	£2,431.67	2
Band 5 – Top Step Point	£32,934.00	£2,744.50	2
Band 6 – Entry Step Point	£33,706.00	£2,808.83	
Band 6 – Intermediate Step Point	£35,572.00	£2,964.33	2
Band 6 – Top Step Point	£40,588.00	£3,382.33	3
Band 7 – Entry Step Point	£41,659.00	£3,471.58	
Band 7 – Intermediate Step Point	£43,806.00	£3,650.50	2
Band 7 – Intermediate Step Point	£47,673.00	£3,972.75	3
Band 8a – Entry Step Point	£48,526.00	£4,043.83	
Band 8a – Top Step Point	£54,619.00	£4,551.58	5
Band 8b – Entry Step Point	£56,164.00	£4,680.33	
Band 8b – Top Step Point	£65,262.00	£5,438.50	5
Band 8c – Entry Step Point	£67,064.00	£5,588.67	
Band 8c – Top Step Point	£77,274.00	£6,439.50	5
Band 8d – Entry Step Point	£79,592.00	£6,632.67	
Band 8d – Top Step Point	£91,787.00	£7,648.92	5
Band 9 – Entry Step Point	£95,135.00	£7,927.92	
Band 9 – Top Step Point	£109,475.00	£9,122.92	5

* Band is closed for new entrants

Soulbury Pay Scales 1 September 2021

Assistant Educational Psychologists

Spinal Column Point	Salary 1 September 2021	Monthly Salary	Hourly Rate
01	£30,694.00	£2,557.83	£15.91
02	£31,948.00	£2,662.33	£16.56
03	£33,201.00	£2,766.75	£17.21
04	£34,448.00	£2,870.67	£17.86

Educational Psychologists

Senior

Spinal Column Point	Salary 1 September 2021	Monthly Salary	Hourly Rate
01	£38,865.00	£3,238.75	£20.14
02	£40,838.00	£3,403.17	£21.17
03	£42,811.00	£3,567.58	£22.19
04	£44,782.00	£3,731.83	£23.21
05	£46,755.00	£3,896.25	£24.23
06	£48,727.00	£4,060.58	£25.26
07	£50,584.00	£4,215.33	£26.22
08	£52,440.00	£4,370.00	£27.18
09	£54,179.00	£4,514.92	£28.08
10	£55,921.00	£4,660.08	£28.99
11	£57,544.00	£4,795.33	£29.83

and

Professional Educational Psychologists

Spinal Column Point	Salary 1 September 2021	Monthly Salary	Hourly Rate
01	£48,727.00	£4,060.58	£25.26
02	£50,584.00	£4,215.33	£26.22
03	£52,440.00	£4,370.00	£27.18
04	£54,179.00	£4,514.92	£28.08
05	£55,921.00	£4,660.08	£28.99
06	£57,544.00	£4,795.33	£29.83
07	£58,210.00	£4,850.83	£30.17
08	£59,456.00	£4,954.67	£30.82
09	£60,690.00	£5,057.50	£31.46
10	£61,945.00	£5,162.08	£32.11
11	£63,177.00	£5,264.75	£32.75
12	£64,431.00	£5,369.25	£33.40
13	£65,707.00	£5,475.58	£34.06
14	£66,941.00	£5,578.42	£34.70
15	£68,235.00	£5,686.25	£35.37

Educational Improvement Professionals (Soulbury)

Spinal Column Point	Salary 1 September 2021	Monthly Salary	Hourly Rate
01	£37,056.00	£3,088.00	£19.21
02	£38,383.00	£3,198.58	£19.89
03	£39,637.00	£3,303.08	£20.54
04	£40,907.00	£3,408.92	£21.20
05	£42,168.00	£3,514.00	£21.86
06	£43,431.00	£3,619.25	£22.51
07	£44,758.00	£3,729.83	£23.20
08	£46,035.00	£3,836.25	£23.86
09	£47,522.00	£3,960.17	£24.63
10	£48,849.00	£4,070.75	£25.32
11	£50,158.00	£4,179.83	£26.00
12	£51,425.00	£4,285.42	£26.65
13	£52,860.00	£4,405.00	£27.40
14	£54,140.00	£4,511.67	£28.06
15	£55,553.00	£4,629.42	£28.79
16	£56,831.00	£4,735.92	£29.46
17	£58,113.00	£4,842.75	£30.12
18	£59,371.00	£4,947.58	£30.77
19	£60,668.00	£5,055.67	£31.45
20	£61,338.00	£5,111.50	£31.79
21	£62,626.00	£5,218.83	£32.46
22	£63,749.00	£5,312.42	£33.04
23	£64,985.00	£5,415.42	£33.68
24	£66,093.00	£5,507.75	£34.26
25	£67,278.00	£5,606.50	£34.87
26	£68,434.00	£5,702.83	£35.47
27	£69,616.00	£5,801.33	£36.08
28	£70,815.00	£5,901.25	£36.71
29	£72,016.00	£6,001.33	£37.33
30	£73,215.00	£6,101.25	£37.95

Leadership and Head Teacher Pay Scales September 2022

SCP	Salary 1 September 2021	New Salary 1 September 2022	Monthly Salary
Point L01	£42,934.00	£45,081.00	£3,756.75
Point L02	£44,008.00	£46,209.00	£3,850.75
Point L03	£45,107.00	£47,363.00	£3,946.92
Point L04	£46,230.00	£48,542.00	£4,045.17
Point L05	£47,381.00	£49,751.00	£4,145.92
Point L06	£48,571.00	£51,000.00	£4,250.00
Point L07	£49,877.00	£52,371.00	£4,364.25
Point L08	£51,029.00	£53,581.00	£4,465.08
Point L09	£52,302.00	£54,918.00	£4,576.50
Point L10	£53,646.00	£56,329.00	£4,694.08
Point L11	£55,038.00	£57,790.00	£4,815.83
Point L12	£56,307.00	£59,123.00	£4,926.92
Point L13	£57,714.00	£60,600.00	£5,050.00
Point L14	£59,153.00	£62,111.00	£5,175.92
Point L15	£60,624.00	£63,656.00	£5,304.67
Point L16	£62,237.00	£65,349.00	£5,445.75
Point L17	£63,665.00	£66,849.00	£5,570.75
Point L18*	£64,620.00	£67,851.00	£5,654.25
Point L18	£65,266.00	£68,530.00	£5,710.83
Point L19	£66,886.00	£70,231.00	£5,852.58
Point L20	£68,543.00	£71,971.00	£5,997.58
Point L21*	£69,544.00	£73,022.00	£6,085.17
Point L21	£70,240.00	£73,752.00	£6,146.00

Point L22	£71,984.00	£75,584.00	£6,298.67
Point L23	£73,766.00	£77,455.00	£6,454.58
Point L24*	£74,847.00	£78,590.00	£6,549.17
SCP	Salary 1 September 2021	New Salary 1 September 2022	Monthly Salary
Point L24	£75,596.00	£79,376.00	£6,614.67
Point L25	£77,474.00	£81,348.00	£6,779.00
Point L26	£79,391.00	£83,361.00	£6,946.75
Point L27*	£80,553.00	£84,581.00	£7,048.42
Point L27	£81,358.00	£85,426.00	£7,118.83
Point L28	£83,376.00	£87,545.00	£7,295.42
Point L29	£85,441.00	£89,714.00	£7,476.17
Point L30	£87,568.00	£91,947.00	£7,662.25
Point L31*	£88,841.00	£93,284.00	£7,773.67
Point L31	£89,731.00	£94,218.00	£7,851.50
Point L32	£91,961.00	£96,560.00	£8,046.67
Point L33	£94,245.00	£98,958.00	£8,246.50
Point L34	£96,575.00	£101,404.00	£8,450.33
Point L35*	£97,996.00	£102,896.00	£8,574.67
Point L35	£98,976.00	£103,925.00	£8,660.42
Point L36	£101,426.00	£106,498.00	£8,874.83
Point L37	£103,947.00	£109,145.00	£9,095.42
Point L38	£106,520.00	£111,846.00	£9,320.50
Point L39*	£108,035.00	£113,437.00	£9,453.08
Point L39	£109,116.00	£114,572.00	£9,547.67
Point L40	£111,838.00	£117,430.00	£9,785.83
Point L41	£114,632.00	£120,364.00	£10,030.33
Point L42	£117,504.00	£123,380.00	£10,281.67
Point L43	£119,248.00	£125,211.00	£10,434.25

Please also see the pay ranges for head teachers at the top of a head teacher pay range

Head Teachers Groups and Pay Ranges		
Group	Range of SCPs	Salary Range
1	L06 - L18*	£51,000.00 - £67,851.00*
2	L08 - L21*	£53,581.00 - £73,022.00*
3	L11 - L24*	£57,790.00 - £78,590.00 *
4	L14 - L27*	£62,111.00 - £84,581.00*
5	L18 - L31*	£68,530.00 - £93,284.00*
6	L21 - L35*	£73,752.00 - £102,896.00*
7	L24 - L39*	£79,376.00 - £113,437.00*
8	L28 - L43	£87,545.00 - £125,211.00

Qualified Teachers Pay Scales September 2022

Main Scale

SCP	Salary 1 September 2021	New Salary 1 September 2022	Monthly Salary
W00 Point 01	£27,491.00	£28,866.00	£2,405.50
W00 Point 02	£27,491.00	£28,866.00	£2,405.50
W00 Point 03	£29,699.00	£31,184.00	£2,598.67
W00 Point 04	£31,987.00	£33,587.00	£2,798.92
W00 Point 05	£34,506.00	£36,232.00	£3,019.33
W00 Point 06	£37,974.00	£39,873.00	£3,322.75

Upper Pay Scale

SCP	Salary 1 September 2021	New Salary 1 September 2022	Monthly Salary
P00 Point 07	£39,368.00	£41,337.00	£3,444.75
P00 Point 08	£40,827.00	£42,869.00	£3,572.42

P00 Point 09	£42,333.00	£44,450.00	£3,704.17
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Additional Learning Needs (ALN) Allowance

Minimum:	£2,426.00	Maximum:	£4,786.00
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Teaching and Learning Responsibility (TLR) Payments

TLR1	Minimum	£8,859.00	Maximum	£14,990.00
TLR2	Minimum	£3,071.00	Maximum	£7,497.00
TLR3	Minimum	£611.00	Maximum	£3,028.00

Unqualified Teachers Pay Scales September 2022

SCP	Salary 1 September 2021	New Salary 1 September 2022	Monthly Salary
U04 Point 01	£18,487.00	£19,412.00	£1,617.67
U04 Point 02	£20,637.00	£21,669.00	£1,805.75
U04 Point 03	£22,786.00	£23,926.00	£1,993.83
U04 Point 04	£24,936.00	£26,183.00	£2,181.92
U04 Point 05	£27,088.00	£28,443.00	£2,370.25
U04 Point 06	£29,238.00	£30,700.00	£2,558.33