

HBC Terms and Conditions April 2022 to Mar 2023

Grade	SCP	Salary*	Salary with 22/23 Rise*	New Hourly Rate (£/hr)	Holiday* Pre 01.04.17 (Full Time)		Holiday* Post 01.04.17 (Full Time)		Notice Period	Sickness Payments			
					Basic	After 5 Years	Basic	After 5 Years					
A	3	18,887	20,812	10.79	24 days	29 days	25 days 185 hrs	30 days 222 hrs	1 Month	During 1st year of service		1 months full pay and after completing 4 months service, 1 month's full pay and 2 months half	
	4	19,264	21,189	10.98	177.6 hrs	214.6 hrs				During 2nd year of service		2 months full pay and 2 months half pay	
B	4a	19,264	21,189	10.98						During 3rd year of service		4 months full pay and 4 months half pay	
	5	19,650	21,575	11.18						During 4th and 5th years of service		5 months full pay and 5 months half pay	
C	5a	19,650	21,575	11.18						During 5 years of service		6 months full pay and 6 months half pay	
	6	20,044	21,969	11.39									
	7	20,443	22,368	11.59									
	8	20,853	22,778	11.81									
D	9	21,270	23,195	12.02									
	10	21,695	23,620	12.24									
	11	22,130	24,055	12.47									
	12	22,571	24,496	12.70									
E	13	23,023	24,948	12.93									
	14	23,484	25,409	13.17									
	15	23,954	25,879	13.41									
	16	24,432	26,357	13.66									
	17	24,921	26,846	13.91									
	18	25,419	27,344	14.17									
	19	25,927	27,852	14.44									
	20	26,445	28,370	14.71									
F	21	26,974	28,899	14.98	27 days	30 days	27 days 199.8 hrs	30 days 222 hrs	2 Months	Actual Pensionable Pay			
	22	27,514	29,439	15.26						Up to £15,000	5.50%	2.75%	
	23	28,227	30,152	15.63						£15,001 to £23,600	5.80%	2.90%	
	24	29,175	31,100	16.12						£23,601 to £38,300	6.50%	3.25%	
	25	30,094	32,019	16.60						£38,301 to £48,500	6.80%	3.40%	
G	26	30,984	32,909	17.06					£48,501 to £67,900	8.50%	4.25%		
	27	31,894	33,819	17.53					£67,901 to £96,200	9.90%	4.95%		
	28	32,798	34,723	18.00					£96,201 to £113,400	10.50%	5.25%		
	29	33,486	35,411	18.35					£113,401 to £170,001	11.40%	5.70%		
	30	34,374	36,299	18.81					£170,001 or more	12.50%	6.25%		
H	31	35,337	37,262	19.31									
	32	36,370	38,295	19.85	28 days	31 days	28 days 207.2 hrs	31 days 229.4 hrs	3 Months	HBC Business Mileage Scheme			
	33	37,569	39,494	20.47						Essential rate: 49.4p per mile			
	34	38,554	40,479	20.98						Casual rate 19.3p per mile			
	35	39,570	41,495	21.51						Passenger: 10p per mile regardless of number of passengers			
	36	40,579	42,504	22.03									
	37	41,592	43,517	22.56									
	38	42,614	44,539	23.09									
	39	43,571	45,496	23.58									
	40	44,624	46,549	24.13									
I	41	45,648	47,573	24.66									
	42	46,663	48,588	25.18									
	43	47,665	49,590	25.70									
	44	48,645	50,570	26.21									
	45	49,725	51,650	26.77									
J	46	50,773	52,698	27.31									
	47	51,812	53,737	27.85									
	48	52,839	54,764	28.39									
	49	53,968	55,893	28.97									
K	50	55,131	57,056	29.57									
	51	56,337	58,262	30.20									
	52	57,586	59,511	30.85									
	53	58,874	60,799	31.51									
	54	60,185	62,110	32.19									
	55	61,531	63,456	32.89									
For Senior Management Pay and Leave, please refer to the Senior Pay Policy													

Updated: Dec-22
Next Update: Mar-23