

HBC Terms and Conditions from April 2023

Grade	SCP	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	20,812	10.79	25 days	30 days				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	21,189	10.98	185 hrs	222 hrs				During 2nd year of service		2 months full pay and 2 months half pay
B	4a	21,189	10.98						During 3rd year of service		4 months full pay and 4 months half pay
	5	21,575	11.18						During 4th and 5th years of service		5 months full pay and 5 month's half pay
C	5a	21,575	11.18	26 days	30 days				During 5 years of service		6 months full pay and 6 months half pay
	6	21,969	11.39	192.4 hrs	222 hrs						
	7	22,368	11.59								
	8	22,778	11.81								
D	9	23,195	12.02								
	10	23,620	12.24								
	11	24,055	12.47								
	12	24,496	12.70								
E	13	24,948	12.93						Local Government Pension Scheme Contribution Rates		
	14	25,409	13.17	Employee pension contribution bands for 22/23							
	15	25,879	13.41								
	16	26,357	13.66								
	17	26,846	13.91								
	18	27,344	14.17								
	19	27,852	14.44								
	20	28,370	14.71								
F	21	28,899	14.98	28 days	31 days				Actual Pensionable Pay		
	22	29,439	15.26	207.2 hrs	229.4 hrs				Up to £15,000	5.50%	2.75%
	23	30,152	15.63						£15,001 to £23,600	5.80%	2.90%
	24	31,100	16.12						£23,601 to £38,300	6.50%	3.25%
	25	32,019	16.60						£38,301 to £48,500	6.80%	3.40%
	26	32,909	17.06						£48,501 to £67,900	8.50%	4.25%
G	27	33,819	17.53			£67,901 to £96,200	9.90%	4.95%			
	28	34,723	18.00			£96,201 to £113,400	10.50%	5.25%			
	29	35,411	18.35			£113,401 to £170,001	11.40%	5.70%			
	30	36,299	18.81			£170,001 or more	12.50%	6.25%			
	31	37,262	19.31								
H	32	38,295	19.85	29 days	32 days						
	33	39,494	20.47	214.6 hrs	236.8 hrs						
	34	40,479	20.98								
	35	41,495	21.51								
	36	42,504	22.03								
	37	43,517	22.56								
	38	44,539	23.09								
	39	45,496	23.58								
I	40	46,549	24.13								
	41	47,573	24.66								
	42	48,588	25.18								
	43	49,590	25.71								
	44	50,570	26.21								
	45	51,650	26.77								
J	46	52,698	27.31								
	47	53,737	27.85								
	48	54,764	28.39								
	49	55,893	28.97								
K	50	57,056	29.57								
	51	58,262	30.20								
	52	59,511	30.85								
	53	60,799	31.51								
	54	62,110	32.19								
	55	63,456	32.89								
For Senior Management Pay and Leave, please refer to the Senior Pay Policy											
									Subsistence rates		
									Breakfast	£5.73	
									Lunch	£7.92	
									Tea	n/a	
									Dinner	£9.80	
									Overnight Allowance	£4.42 or £14.55 (week)	
									Staying with friends	£12.50	

Updated: Feb-23
Next Update: N/A