

Local Authority use only in colour	Spine Points			01-Apr-21		
	Min	Mid	Max	Minimum	Mid	Maximum
<b>PAY BAND 1</b>		10	12		£19,180	£21,423
Grade 3 Grade 4 (excluding PWW) CRAFT LABOURER*IOM Whit*Craftsman** 5*IOM Whit*General** (excluding PWW Home Carers Senior Leisure Assistant NSC Mental Health Housekeepers)						
<b>PAY BAND 2</b>		11	13		£20,402	£22,494
Administrative Assistant D 100 Support Grade 2 Placement Student SPINE POINT 11 ONLY Skill Zone 1 3+10*IOM Whit*General** 6*IOM Whit*General** CRAFT LAB + 5*IOM Whit*Craftsman** 4+10*IOM Whit*General** 7*IOM Whit*General** Permanent Way Workers (Railways) Grade 4/5 Home Carers - Grade 5 Senior Leisure Assistants NSC & Villa Grade 5 Mental Health Housekeepers Grade 5						
<b>PAY BAND 3</b>	10	12	14	£19,180	£21,423	£23,618
5+10*IOM Whit*General** 8*IOM Whit*General** Permanent Way Track Inspection Leader (grade 6)						
<b>PAY BAND 4</b>	11	13	15	£20,402	£22,494	£24,799
6+10*IOM Whit*General** 5+14*IOM Whit*General** 9*IOM Whit*General** 5+15*IOM Whit*General** TRAFF WARD*IOM Whit*Parking** 4+20*IOM Whit*General** CLASS 3*IOM Whit*Water** 7+10*IOM Whit*General** 6+15*IOM Whit*General** 8*IOM Whit*General** (Paver/Constuction Worker) Trainee Airport Fireman						
<b>PAY BAND 5</b>	12	14	16	£21,423	£23,618	£26,039
Support Grade 1 Secretary D 216 Skill Zone 2 5+20*IOM Whit*General** CLASS 2*IOM Whit*Water** ASO*IOM Whit*Aviation Security** 5+10+10*IOM Whit*General** 5+21*IOM Whit*General** 8+10*IOM Whit*General** CLASS 1*IOM Whit*Water** 6+20*IOM Whit*General** 4+30*IOM Whit*General** Airport Operational Maintenance Operative Consolidated Medical Technician (Level 1 Spine point 16 only)						

Local Authority use only in colour	Spine Points			01-Apr-21		
	Min	Mid	Max	Minimum	Mid	Maximum
<b>PAY BAND 6</b>	<b>13</b>	<b>15</b>	<b>17</b>	<b>£22,494</b>	<b>£24,799</b>	<b>£27,341</b>
D 202 B&CEA*IOM Whit*Craftsman**  CRAFTSMAN*IOM Whit*Craftsman** excluding Railway Fitters (Public Transport) ENGC*IOM Whit*Craftsman** 4+20+10*IOM Whit*General** 7+20*IOM Whit*General** CLASS 1+5%*IOM Whit*Water** CRAFT LAB + 30*IOM Whit*Craftsman** SOC CARE WORKER*IOM Whit*SCW** 5+30*IOM Whit*General** 6+15+10*IOM Whit*General**						
<b>PAY BAND 7</b>	<b>14</b>	<b>16</b>	<b>18</b>	<b>£23,618</b>	<b>£26,039</b>	<b>£28,489</b>
Administrative Officer Trainee Analyst/Programmer D 200 D 205 D 206 D 207 Skill Zone 3 8+20*IOM Whit*General** 4+38*IOM Whit*General** CRAFTSMAN+10*IOM Whit*Craftsman** 6+30*IOM Whit*General** CLASS 1 + 10%*IOM Whit*Water** Railway Fitters (Craftsman) Traction & Rolling Stock Technician Craftsman Electricians/Plumbers within Hospital						
<b>PAY BAND 7 39 Hours</b>	<b>14(39hpw)</b>	<b>16(39hpw)</b>	<b>18(39hpw)</b>	<b>£23,707</b>	<b>£26,126</b>	<b>£28,577</b>
D 181 Operational Support Grade (Prison)						
<b>PAY BAND 8</b>	<b>15</b>	<b>17</b>	<b>19</b>	<b>£24,799</b>	<b>£27,341</b>	<b>£29,617</b>
Senior Secretary D 209 D 211 D 214 9+20*IOM Whit*General** 5+38*IOM Whit*General** 7+30*IOM Whit*General** 6+20+15*IOM Whit*General** 6+38*IOM Whit*General** 5+10+30*IOM Whit*General** Harbour Keeper (Analogous Old Terms)						
<b>PAY BAND 9</b>	<b>16</b>	<b>18</b>	<b>20</b>	<b>£26,039</b>	<b>£28,489</b>	<b>£30,910</b>
D 301 8+30*IOM Whit*General** CRAFTSMAN+20*IOM Whit*Craftsman** CLASS 1 + 20%*IOM Whit*Water** CRAFT A*IOM Whit*Water** 7+38*IOM Whit*General** SEN SC WORKER*IOM Whit*SCW** 9+30*IOM Whit*General** Airport Operational Maintenance Supervisor Consolidated						

Local Authority use only in colour	Spine Points			01-Apr-21		
	Min	Mid	Max	Minimum	Mid	Maximum
<b>PAY BAND 10</b>	<b>17</b>	<b>19</b>	<b>21</b>	<b>£27,341</b>	<b>£29,617</b>	<b>£32,204</b>
Support Manager 3 D 215 D 300 (Excluding ANC (MUA)) D 306 Personal Secretary D 185 Firearms Instructor Medical Technician (Levels 2, 3 & 4) Skill Zone 4 CRAFTSMAN+10+13*IOM Whit*Craftsman** CRAFTSMAN+15+10*IOM Whit*Craftsman** 5+20+30*IOM Whit*General** 6+38+10*IOM Whit*General** CRAFTSMAN+30*IOM Whit*Craftsman** 7+48*IOM Whit*General** AIR DUTY OFF*IOM Whit*Aviation Security**						
<b>PAY BAND 10 40 Hours</b>	<b>17(40hpw)</b>	<b>19(40hpw)</b>	<b>21(40hpw)</b>	<b>£27,470</b>	<b>£29,746</b>	<b>£32,333</b>
D 183 ESJCR Operator (40 hours pw)						
<b>PAY BAND 11</b>	<b>18</b>	<b>20</b>	<b>22</b>	<b>£28,489</b>	<b>£30,910</b>	<b>£33,490</b>
D 302 Social Work Assistant CRAFT TECH*IOM Whit*Water** 7+10+38*IOM Whit*General** 7+38+10*IOM Whit*General** 6+58*IOM Whit*General** 4+20+10+30*IOM Whit*General** Railway Fitter (CRAFTSMAN+20)						
<b>PAY BAND 12</b>	<b>19</b>	<b>21</b>	<b>23</b>	<b>£29,617</b>	<b>£32,204</b>	<b>£34,786</b>
D 309 Family Support Worker CRAFTSMAN+38*IOM Whit*Craftsman** 7+58*IOM Whit*General** CLASS 1 + 38*IOM Whit*Water** CRAFTSMAN+40*IOM Whit*Craftsman** MARINEBC+40*IOM Whit*** 6+20+38*IOM Whit*General**						
<b>PAY BAND 13</b>	<b>20</b>	<b>22</b>	<b>24</b>	<b>£30,910</b>	<b>£33,490</b>	<b>£36,113</b>
Executive Officer D 185 Public Transport Supervisor (Analogous) D 400 excluding specialised GTS posts Support Manager 2 Skill Zone 5 Craftsman+10+30*IOM Whit*Craftsman** D 310 Area Network Controller (ANC) MUA Only						
<b>PAY BAND 14</b>	<b>21</b>	<b>23</b>	<b>25</b>	<b>£32,204</b>	<b>£34,786</b>	<b>£37,494</b>
D 401 CRAFTSMAN+50*IOM Whit*Craftsman**						
<b>PAY BAND 14 39 Hours</b>	<b>21(39hpw)</b>	<b>23(39hpw)</b>	<b>25(39hpw)</b>	<b>£32,290</b>	<b>£34,872</b>	<b>£37,580</b>
D 281 (39 hours pw) Prison Officer						

Local Authority use only in colour	Spine Points			01-Apr-21		
	Min	Mid	Max	Minimum	Mid	Maximum
<b>PAY BAND 15</b>	<b>22</b>	<b>24</b>	<b>26</b>	<b>£33,490</b>	<b>£36,113</b>	<b>£38,931</b>
D 402 Senior Family Support Worker D 405 D 407 D 319 Government House Chef D 413 Supervising Vehicle Examiner 6+20+10+38*IOM Whit*General** CRAFT TECH+20%*IOM Whit*Water** AF*IOM Whit*Airport Fire** Railway Fitter (CRAFTSMAN+38)						
<b>PAY BAND 16</b>	<b>23</b>	<b>25</b>	<b>27</b>	<b>£34,786</b>	<b>£37,494</b>	<b>£40,424</b>
D 409 D 417 Specialised GTS posts only D 421 Assistant Traction & Rolling Stock Manager D 422 Assistant Permanent Way Manager D 424 Fleet Procurement & Contracts Manager Permanent Way Team Leader CRAFTSMAN+38+5						
<b>PAY BAND 16 40 Hours*</b>	<b>23(40hpw)</b>	<b>25(40hpw)</b>	<b>27(40hpw)</b>	<b>£34,915</b>	<b>£37,623</b>	<b>£40,553</b>
D 217 ESJCR Supervisor (40 hours pw)						
<b>PAY BAND 17</b>	<b>24</b>	<b>26</b>	<b>28</b>	<b>£36,113</b>	<b>£38,931</b>	<b>£41,978</b>
D 418 Civil Engineers Highways Only D 415 D 419 CWAN Coordinator (formerly D503 regraded as part of SW review) D 425 Social Worker Newly Qualified CRAFT A + 38%*IOM Whit*Water**						
<b>PAY BAND 18</b>	<b>25</b>	<b>27</b>	<b>29</b>	<b>£37,494</b>	<b>£40,424</b>	<b>£43,592</b>
<b>PAY BAND 19</b>	<b>26</b>	<b>28</b>	<b>30</b>	<b>£38,931</b>	<b>£41,978</b>	<b>£45,281</b>
HEO D 500 D 510 ESJCR Operational Manager D 502 D 423 Assistant H&S Advisor CRAFTSMAN+45+20*IOM Whit*Craftsman**						
<b>PAY BAND 19 39 Hours*</b>	<b>26(39hpw)</b>	<b>28(39hpw)</b>	<b>30(39hpw)</b>	<b>£39,018</b>	<b>£42,067</b>	<b>£45,369</b>
D 382 Senior Prison Officer (39 hours pw) D 385 Dog Handling Instructor (39 hours pw)						
<b>PAY BAND 20</b>	<b>27</b>	<b>29</b>	<b>31</b>	<b>£40,424</b>	<b>£43,592</b>	<b>£47,019</b>
D 508 Ship Surveyor LAF*IOM Whit*Airport Fire**						
<b>PAY BAND 21</b>	<b>28</b>	<b>30</b>	<b>32</b>	<b>£41,978</b>	<b>£45,281</b>	<b>£48,842</b>
D 520 Social Worker D 514 Probation Officer D 515 Health and Safety Adviser D 516 Specialised GTS posts only D 504 excluding Social Work Posts D 531 HR Adviser D 532 H&C Transformation HEO D 540 Senior Highways Engineer CRAFTSMAN+45+38*IOM Whit*Craftsman**						
<b>PAY BAND 22</b>	<b>29</b>	<b>31</b>	<b>33</b>	<b>£43,592</b>	<b>£47,019</b>	<b>£50,732</b>
D 505 D 601						

Local Authority use only in colour	Spine Points			01-Apr-21		
	Min	Mid	Max	Minimum	Mid	Maximum
<b>PAY BAND 23</b>	<b>30</b>	<b>32</b>	<b>34</b>	<b>£45,281</b>	<b>£48,842</b>	<b>£52,698</b>
D 425 Manager CWAN D 517 Community Rehabilitation Manager D 518 Social Work Senior Practitioner D 511 Government Vet D 509 Educational Psychologist D 533 Senior HRA D 522 Senior Practitioner - Probation D 523 Health and Safety Inspector (see note)	<i>30 - Entry Level</i>	<i>32 - Advisor Level</i>	<i>34 - Fully Qualified</i>			
<b>PAY BAND 23 39 Hours*</b>	<b>30(39hpw)</b>	<b>32(39hpw)</b>	<b>34(39hpw)</b>	<b>£45,369</b>	<b>£48,930</b>	<b>£52,786</b>
D 481 (39 hours pw) Principal Prison Officer						
<b>PAY BAND 24</b>	<b>31</b>	<b>33</b>	<b>35</b>	<b>£47,019</b>	<b>£50,732</b>	<b>£54,747</b>
D 521 Duty Social Worker D 530 Plant & Engineering Manager D 512 Senior Environmental Health Officer ELC*IOM Whit*Craftsman**						
<b>PAY BAND 25</b>	<b>32</b>	<b>34</b>	<b>36</b>	<b>£48,842</b>	<b>£52,698</b>	<b>£56,875</b>
SEO D 600 D 506 Senior Social Worker D 519 Legal Officer (Commercial) D 513 Policy & Legislation Manager Social Security D 613 Senior Ship Surveyor D 605 D 615 Senior Educational Psych D 525 Traction & Rolling Stock Manager D 526 IT Developer Business Support D 535 Food Business Development Manager						
<b>PAY BAND 26</b>	<b>33</b>	<b>35</b>	<b>37</b>	<b>£50,732</b>	<b>£54,747</b>	<b>£59,088</b>
<b>PAY BAND 27</b>	<b>34</b>	<b>36</b>	<b>38</b>	<b>£52,698</b>	<b>£56,875</b>	<b>£61,388</b>
D 611 (Team Manager Social Work) D 537 C&F Team Manager						
<b>PAY BAND 28</b>	<b>35</b>	<b>37</b>	<b>39</b>	<b>£54,747</b>	<b>£59,088</b>	<b>£63,776</b>
D 681 D 620 Head of Health, Safety & Welfare D 621 HR Business Partner D 622 Healthcare Engineering Manager						
<b>PAY BAND 29</b>	<b>36</b>	<b>38</b>	<b>40</b>	<b>£56,875</b>	<b>£61,388</b>	<b>£66,261</b>
D 612 Principal Social Worker D 616 Principal Educational Psychologist D 614 Ops Manager FIU (Analogous) D 706 Head of Commercial and Business Enterprise D 709						
<b>PAY BAND 30</b>	<b>37</b>	<b>39</b>	<b>41</b>	<b>£59,088</b>	<b>£63,776</b>	<b>£68,853</b>
D 682 Deputy Prison Governor D 710						
<b>PAY BAND 31</b>	<b>38</b>	<b>40</b>	<b>42</b>	<b>£61,388</b>	<b>£66,261</b>	<b>£71,542</b>
OS7 / D 700 D 713 RFSM (Senior Airport Fire Officer) D 618 Head of Contracts & Business Ops Social Care Children & Families						

Local Authority use only in colour	Spine Points			01-Apr-21		
	Min	Mid	Max	Minimum	Mid	Maximum
<b>PAY BAND 32</b>	<b>39</b>	<b>41</b>	<b>43</b>	<b>£63,776</b>	<b>£68,853</b>	<b>£74,344</b>
D 610 Principal Social Worker Manager D 703 D 704 D 619 Head of Ops Public Transport D 624 Head of Airfield Operations D 623 Head of Safety, Compliance & Emergency Planning Watch Commander Airport D 625 Lead Systems Developer/Manager - Income Tax						
<b>PAY BAND 33</b>	<b>40</b>	<b>42</b>	<b>44</b>	<b>£66,261</b>	<b>£71,542</b>	<b>£77,252</b>
D 804 D 805						
<b>PAY BAND 34</b>	<b>41</b>	<b>43</b>	<b>45</b>	<b>£68,853</b>	<b>£74,344</b>	<b>£80,282</b>
D 701 D 803 D 723 Head of Statutory Social Work Services Children & Families D 721 Director of Lead						
<b>PAY BAND 35</b>	<b>42</b>	<b>44</b>	<b>46</b>	<b>£71,542</b>	<b>£77,252</b>	<b>£83,428</b>
D 720 Dir of Financial & Cyber Crime D 715 Service Design and Integration Specialist D 716 Head of Commercial & Business Enterprise						
<b>PAY BAND 36</b>	<b>43</b>	<b>45</b>	<b>47</b>	<b>£74,344</b>	<b>£80,282</b>	<b>£86,703</b>
D 807 Enterprise Financial Systems Architect & Programme Director D 728 Assistant Director Adult Social Services D 729 Assistant Director Children & Families						
<b>PAY BAND 37</b>	<b>44</b>	<b>46</b>	<b>48</b>	<b>£77,252</b>	<b>£83,428</b>	<b>£90,111</b>
D 722 Deputy Director Ship Registry D 727 Deputy Airport Director (formerly Airport Operations Manager) OS6						
<b>PAY BAND 38</b>	<b>45</b>	<b>47</b>	<b>49</b>	<b>£80,282</b>	<b>£86,703</b>	<b>£93,647</b>
D 725 Director of Motorsports D 730 General Manager Scheduled Care D 731 Emergency & Urgent Care						
<b>PAY BAND 39</b>	<b>46</b>	<b>48</b>	<b>50</b>	<b>£83,428</b>	<b>£90,111</b>	<b>£97,328</b>
D 901 Legislative Drafter						
<b>PAY BAND 40</b>	<b>47</b>	<b>49</b>	<b>51</b>	<b>£86,703</b>	<b>£93,647</b>	<b>£101,163</b>
D 903 D 905 D 906 Director of Prosecutions						
<b>PAY BAND 41</b>	<b>48</b>	<b>50</b>	<b>52</b>	<b>£90,111</b>	<b>£97,328</b>	<b>£105,142</b>
<b>PAY BAND 42</b>	<b>49</b>	<b>51</b>	<b>53</b>	<b>£93,647</b>	<b>£101,163</b>	<b>£109,290</b>
D 909						
<b>PAY BAND 43</b>	<b>50</b>	<b>52</b>	<b>54</b>	<b>£97,328</b>	<b>£105,142</b>	<b>£113,595</b>
D 910						
<b>PAY BAND 44</b>	<b>51</b>	<b>53</b>	<b>55</b>	<b>£101,163</b>	<b>£109,290</b>	<b>£118,071</b>
D 907 Senior Legislative Drafter						