

	Spine Points			01-Apr-19		
	Min	Mid	Max	Minimum	Mid	Maximum
PAY BAND 1		10	12		£18,482	£20,294
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)						
PAY BAND 2		11	13		£19,356	£21,282
Administrative Assistant D100 Support Grade 2 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 Placement Student - SPINE POINT 9 ONLY Mental Health Housekeepers - Grade 5						
PAY BAND 3	10	12	14	£18,482	£20,294	£22,323
5+10*IOM Whit*General** 8*IOM Whit*General** Permanent Way Track Inspection Leader (grade 6)						
PAY BAND 4	11	13	15	£19,356	£21,282	£23,563
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						
PAY BAND 5	12	14	16	£20,294	£22,323	£24,806
Support Grade 1 Secretary D216 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)						

	Spine Points			01-Apr-19		
	Min	Mid	Max	Minimum	Mid	Maximum
PAY BAND 6	13	15	17	£21,282	£23,563	£26,054
D202 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**						
PAY BAND 7	14	16	18	£22,323	£24,806	£27,302
Administrative Officer Trainee Analyst/Programmer D200 D205 D206 D207 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						
PAY BAND 7 - 39 Hours	14(39hpw)	16(39hpw)	18(39hpw)	£22,407	£24,889	£27,386
D 181 Operational Support Grade (Prison)						
PAY BAND 8	15	17	19	£23,563	£26,054	£28,539
Senior Secretary D209 D211 D214 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)						
PAY BAND 9	16	18	20	£24,806	£27,302	£29,785
D301 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						

	Spine Points			01-Apr-19		
	Min	Mid	Max	Minimum	Mid	Maximum
PAY BAND 10	17	19	21	£26,054	£28,539	£31,032
Support Manager 3 D215 D300 (Excluding ANC (MUA)) D306 Personal Secretary 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** D185 Firearms Instructor Medical Technician (Levels 2, 3 & 4)						
PAY BAND 10 - 40 Hours	17(40hpw)	19(40hpw)	21(40hpw)	£26,177	£28,663	£31,156
ESJCR Operator - (40 hours pw) - D 183						
PAY BAND 11	18	20	22	£27,302	£29,785	£32,271
Social Work Assistant - D 302 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)						
PAY BAND 12	19	21	23	£28,539	£31,032	£33,520
CRAFTSMAN+38*IOM Whit*Craftsman** Family Support Worker - D 309 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**						
PAY BAND 13	20	22	24	£29,785	£32,271	£34,798
Executive Officer Public Transport Supervisor (Analogous) D185 D400 excluding specialised GTS posts Support Manager 2 Craftsman+10+30*IOM Whit*Craftsman** D310 - Area Network Controller (ANC) - MUA Only						
PAY BAND 14	21	23	25	£31,032	£33,520	£36,129
D401 CRAFTSMAN+50*IOM Whit*Craftsman**						
PAY BAND 14 - 39 Hours	21(39hpw)	23(39hpw)	25(39hpw)	£31,114	£33,603	£36,212
D 281 (39 hours pw) Prison Officer						
PAY BAND 15	22	24	26	£32,271	£34,798	£37,514
Senior Family Support Worker - D 402 D405 D407 6+20+10+38*IOM Whit*General** CRAFT TECH+20%*IOM Whit*Water** AF*IOM Whit*Airport Fire** Government House Chef - D 319 Railway Fitter (CRAFTSMAN+38) D413 - Supervising Vehicle Examiner						

	Spine Points			01-Apr-19		
	Min	Mid	Max	Minimum	Mid	Maximum
PAY BAND 16	23	25	27	£33,520	£36,129	£38,953
D 409 D 417 Specialised GTS posts only Permanent Way Team Leader CRAFTSMAN+38+5 D 421 - Assistant Traction & Rolling Stock Manager D 422 - Assistant Permanent Way Manager						
PAY BAND 16 - 40 Hours*	23(40hpw)	25(40hpw)	27(40hpw)	£33,644	£36,253	£39,076
ESJCR Supervisor - (40 hours pw) - D 217						
PAY BAND 17	24	26	28	£34,798	£37,514	£40,450
D 418 - Civil Engineers - Highways Only D 415 CRAFT A + 38%*IOM Whit*Water** D 419 CWAN Co-ordinator (formerly D503 regraded as part of SW review)						
PAY BAND 18	25	27	29	£36,129	£38,953	£42,005
PAY BAND 19	26	28	30	£37,514	£40,450	£43,633
HEO D 500 ESJCR Operational Manager - D 510 D 502 CRAFTSMAN+45+20*IOM Whit*Craftsman** D 423 - Assistant H&S Advisor						
PAY BAND 19 - 39 Hours*	26(39hpw)	28(39hpw)	30(39hpw)	£37,598	£40,535	£43,718
Senior Prison Officer - (39 hours pw) - D 382 Dog Handling Instructor - (39 hours pw) - D 385						
PAY BAND 20	27	29	31	£38,953	£42,005	£45,307
Ship Surveyor - D 508 LAF*IOM Whit*Airport Fire**						
PAY BAND 21	28	30	32	£40,450	£43,633	£47,064
Social Worker - D 520 Probation Officer - D 514 Health & Safety Adviser - D515 CRAFTSMAN+45+38*IOM Whit*Craftsman** GTS Security Architect - D516 D 504 excluding Social Work Posts HR Adviser - D 531						
PAY BAND 22	29	31	33	£42,005	£45,307	£48,886
D 505 D 601						
PAY BAND 23	30	32	34	£43,633	£47,064	£50,780
D 425 - Manager CWAN Community Rehabilitation Manager D 517 (with 2 additional points) Social Work Senior Practitioner - D 518 Government Vet - D511 Educational Psychologist - D 509 Senior HRA - D 533						
PAY BAND 23 - 39 Hours*	30(39hpw)	32(39hpw)	34(39hpw)	£43,718	£47,149	£50,864
D 481 (39 hours pw) Principal Prison Officer						

	Spine Points			01-Apr-19		
	Min	Mid	Max	Minimum	Mid	Maximum
PAY BAND 24	31	33	35	£45,307	£48,886	£52,754
Duty Social Worker - D 521 ELC*IOM Whit*Craftsman** D 530 Plant & Engineering Manager						
PAY BAND 25	32	34	36	£47,064	£50,780	£54,805
SEO D 600 Senior Social Worker - D 506 Legal Officer (Commercial) - D519 Policy & Legislation Manager Social Security - D513 Senior Ship Surveyor - D 613 Senior Educational Psych - D 615 D 525 - Traction & Rolling Stock Manager D 526 - IT Developer - Business Support D 535 - Food Business Development Manager						
PAY BAND 26	33	35	37	£48,886	£52,754	£56,937
PAY BAND 27	34	36	38	£50,780	£54,805	£59,153
D 611 (Team Manager - Social Work) D 537 - C&F Team Manager						
PAY BAND 28	35	37	39	£52,754	£56,937	£61,455
D 681 D 620 - Head of Health, Safety & Welfare D 621 HR Business Partner						
PAY BAND 29	36	38	40	£54,805	£59,153	£63,849
Principal Social Worker - D 612 Principal Educational Psychologist - D616 Ops Manager FIU (Analogous) - D 614 D 709						
PAY BAND 30	37	39	41	£56,937	£61,455	£66,346
Deputy Prison Governor - D 682 D 710						
PAY BAND 31	38	40	42	£59,153	£63,849	£68,938
OS7 D 713 RFSM (Senior Airport Fire Officer) D 618 - Head of Contracts & Business Ops - Social Care Children & Families						
PAY BAND 32	39	41	43	£61,455	£66,346	£71,638
Principal Social Worker Manager - D 610 D 703 D 704 D 619 (Head of Ops Public Transport) Watch Commander - Airport						
PAY BAND 33	40	42	44	£63,849	£68,938	£74,440
D 804 D 805						
PAY BAND 34	41	43	45	£66,346	£71,638	£77,360
D 701 D 803 D 722 - Head of Statutory Social Work Services - Children & Families						

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	Min	Mid	Max	Minimum	Mid	Maximum
PAY BAND 35	42	44	46	£68,938	£74,440	£80,391
D 720 - Dir of Financial & Cyber Crime D 716 - Head of Commercial & Business Enterprise						
PAY BAND 36	43	45	47	£71,638	£77,360	£83,547
PAY BAND 37	44	46	48	£74,440	£80,391	£86,831
D722 - Deputy Director Ship Registry D727 - Airport Operations Manager						
PAY BAND 38	45	47	49	£77,360	£83,547	£90,238
D 725 - Director of Motorsports D 730 - General Manager Scheduled Care D 731 - Emergency & Urgent Care						
PAY BAND 39	46	48	50	£80,391	£86,831	£93,785
D 901 - Legislative Drafter						
PAY BAND 40	47	49	51	£83,547	£90,238	£97,480
D 903 D 905						
PAY BAND 41	48	50	52	£86,831	£93,785	£101,315
PAY BAND 42	49	51	53	£90,238	£97,480	£105,312
D 909						
PAY BAND 43	50	52	54	£93,785	£101,315	£109,460
D 910						
PAY BAND 44	51	53	55	£97,480	£105,312	£113,773
D 907 - Senior Legislative Drafter						