

Skill Zone	Pay Band (for reference only)	Spine Points			01-Apr-19			01-Apr-20			01-Apr-21			01-Apr-22		
		Min	Min/Mid	Max	Min	Min/Mid	Max	Min	Min/Mid	Max	Min	Min/Mid	Max	Min	Min/Mid	Max
1	<b>PAY BAND 2</b> JEGS Points 0-210 CS Grades - AA/D100		11	13		19,356	21,282		19,888	21,867		20,402	22,494		21,626	23,844
2	<b>PAY BAND 5</b> JEGS Points 211-270 CS Grades - Support Grade 1/ESO Level 1	12	14	16	20,294	22,323	24,806	20,852	22,937	25,488	21,423	23,618	26,039	22,708	25,035	27,601
3	<b>PAY BAND 7</b> JEGS Points 271-320 CS Grades - AO/D200/ESO Level 2	14	16	18	22,323	24,806	27,302	22,937	25,488	28,053	23,618	26,039	28,489	25,035	27,601	30,198
4	<b>PAY BAND 10</b> JEGS Points 321-370 CS Grades - Support Manager 3/D300	17	19	21	26,054	28,539	31,032	26,770	29,324	31,885	27,341	29,617	32,204	28,981	31,394	34,136
5	<b>PAY BAND 13</b> JEGS Points 371-420 CS Grades - EO/D400/ESO Level 3	20	22	24	29,785	32,271	34,798	30,604	33,158	35,755	30,910	33,490	36,113	32,765	35,499	38,280