

	Spine Points			01-Apr-23			Pay Span
	Min	Mid	Max	Minimum	Mid	Maximum	
<b>PAY BAND 1</b>		10	12		£21,551	£24,070	
<b>PAY BAND 2</b>		11	13		£22,924	£25,275	
Administrative Assistant D 100 Support Grade 2 Placement Student SPINE POINT 11 ONLY Skill Zone 1 Assistant Youth Worker (from 1/1/23)							1 1 1 1 1
<b>PAY BAND 3</b>	10	12	14	£21,551	£24,070	£26,537	
<b>PAY BAND 4</b>	11	13	15	£22,924	£25,275	£27,864	
<b>PAY BAND 5</b>	12	14	16	£24,070	£26,537	£29,257	
Support Grade 1 Secretary D 216 Skill Zone 2 Education Support Assistant (from 1/9/22)							2 2 2 2 2
<b>PAY BAND 6</b>	13	15	17	£25,275	£27,864	£30,720	
D 202							2
<b>PAY BAND 7</b>	14	16	18	£26,537	£29,257	£32,010	
Administrative Officer Trainee Analyst/Programmer D 200 D 205 D 206 D 207 Skill Zone 3 Education Support Officer (from 1/9/22)							2 2 2 2 2 2 2
<b>PAY BAND 7 39 Hours</b>	14(39hpw)	16(39hpw)	18(39hpw)	£26,637	£29,356	£32,110	
D 181 Operational Support Grade (Prison)							1
<b>PAY BAND 8</b>	15	17	19	£27,864	£30,720	£33,278	
Senior Secretary D 209 D 211 D 214							2 2 2 2
<b>PAY BAND 9</b>	16	18	20	£29,257	£32,010	£34,731	
D 301 Medical Technician (Level 1 - Point 16 only then move to band 10)							3
<b>PAY BAND 10</b>	17	19	21	£30,720	£33,278	£36,184	
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 Youth and Community Worker (from 1/1/23) Youth Worker (from 1/1/23)							3 2 3 3 3 2 3 3 3
<b>PAY BAND 10 40 Hours</b>	17(40hpw)	19(40hpw)	21(40hpw)	£30,865	£33,423	£36,329	
D 183 ESJCR Operator (40 hours pw)							2
<b>PAY BAND 11</b>	18	20	22	£32,010	£34,731	£37,629	
D 302 Social Work Assistant							3

	Spine Points			01-Apr-23			Pay Span
	Min	Mid	Max	Minimum	Mid	Maximum	
<b>PAY BAND 12</b>	<b>19</b>	<b>21</b>	<b>23</b>	<b>£33,278</b>	<b>£36,184</b>	<b>£39,085</b>	
D 309 Family Support Worker							3
<b>PAY BAND 13</b>	<b>20</b>	<b>22</b>	<b>24</b>	<b>£34,731</b>	<b>£37,629</b>	<b>£40,577</b>	
Executive Officer							4
D 185 Public Transport Supervisor (Analogous)							4
D 400 excluding specialised GTS posts							4
Support Manager 2							4
Skill Zone 5							4
Senior Education Support Officer (from 1/9/22)							4
<b>PAY BAND 14</b>	<b>21</b>	<b>23</b>	<b>25</b>	<b>£36,184</b>	<b>£39,085</b>	<b>£42,129</b>	
D 401							4
<b>PAY BAND 14 39 Hours</b>	<b>21(39hpw)</b>	<b>23(39hpw)</b>	<b>25(39hpw)</b>	<b>£36,281</b>	<b>£39,182</b>	<b>£42,225</b>	
D 281 (39 hours pw) Prison Officer							4
<b>PAY BAND 15</b>	<b>22</b>	<b>24</b>	<b>26</b>	<b>£37,629</b>	<b>£40,577</b>	<b>£43,743</b>	
D 402 Senior Family Support Worker							4
D 405							4
D 407							4
D 319 Government House Chef							4
D 413 Supervising Vehicle Examiner							4
D 403 Trainee Educational Psychologist & Trainee Forensic Psychologist (Trainee Psychologist)							4
<b>PAY BAND 16</b>	<b>23</b>	<b>25</b>	<b>27</b>	<b>£39,085</b>	<b>£42,129</b>	<b>£45,420</b>	
D 409							4
D 417 Specialised GTS posts only							4
D 421 Assistant Traction & Rolling Stock Manager							4
D 422 Assistant Permanent Way Manager							4
D 424 Fleet Procurement & Contracts Manager							4
<b>PAY BAND 16 40 Hours*</b>	<b>23(40hpw)</b>	<b>25(40hpw)</b>	<b>27(40hpw)</b>	<b>£39,231</b>	<b>£42,273</b>	<b>£45,565</b>	
D 217 ESJCR Supervisor (40 hours pw)							4
<b>PAY BAND 17</b>	<b>24</b>	<b>26</b>	<b>28</b>	<b>£40,577</b>	<b>£43,743</b>	<b>£47,167</b>	
D 418 Civil Engineers Highways Only							4
D 415							4
D 419 CWAN Coordinator (formerly D503 regraded as part of SW review)							4
D 425 Social Worker - Newly Qualified							4
<b>PAY BAND 18</b>	<b>25</b>	<b>27</b>	<b>29</b>	<b>£42,129</b>	<b>£45,420</b>	<b>£48,980</b>	
D 430 Specialist GTS Supervisor							4
<b>PAY BAND 19</b>	<b>26</b>	<b>28</b>	<b>30</b>	<b>£43,743</b>	<b>£47,167</b>	<b>£50,878</b>	
HEO							5
D 500							5
D 510 ESJCR Operational Manager							5
D 502							5
D 423 Assistant H&S Advisor							5
Principle Education Support Officer (from 1/9/22)							5
<b>PAY BAND 19 39 Hours*</b>	<b>26(39hpw)</b>	<b>28(39hpw)</b>	<b>30(39hpw)</b>	<b>£43,841</b>	<b>£47,266</b>	<b>£50,976</b>	
D 382 Senior Prison Officer (39 hours pw)							5
D 385 Dog Handling Instructor (39 hours pw)							5
<b>PAY BAND 20</b>	<b>27</b>	<b>29</b>	<b>31</b>	<b>£45,420</b>	<b>£48,980</b>	<b>£52,830</b>	
D 508 Ship Surveyor							5

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	Min	Mid	Max	Minimum	Mid	Maximum	
<b>PAY BAND 21</b>	<b>28</b>	<b>30</b>	<b>32</b>	<b>£47,167</b>	<b>£50,878</b>	<b>£54,879</b>	
D 520 Social Worker							5
D 514 Probation Officer							5
D 515 Health and Safety Adviser							5
D 516 Specialised GTS posts only							5
D 504 excluding Social Work Posts							5
D 531 HR Adviser							5
D 532 H&C Transformation HEO							5
D 540 Senior Highways Engineer							5
D 507 Safeguarding Officer - Adult Social Work							5
<b>PAY BAND 22</b>	<b>29</b>	<b>31</b>	<b>33</b>	<b>£48,980</b>	<b>£52,830</b>	<b>£57,003</b>	
D 505							5
D 601							6
<b>PAY BAND 23</b>	<b>30</b>	<b>32</b>	<b>34</b>	<b>£50,878</b>	<b>£54,879</b>	<b>£59,212</b>	
D 425 Manager CWAN							5
D 517 Community Rehabilitation Manager							5
D 518 Social Work Senior Practitioner							5
D 511 Government Vet							5
D 509 Educational Psychologist (Ended 31/8/22)							5
D 533 Senior HRA							5
D 522 Senior Practitioner - Probation							5
D 523 Health and Safety Inspector (see note)							5
D 482 Senior Manager Head of Works, Prison (37hrs)							5
	<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>£50,976</b>	<b>£54,978</b>	<b>£59,310</b>	
D 481 (39 hours pw) Principal Prison Officer							5
<b>PAY BAND 24</b>	<b>31</b>	<b>33</b>	<b>35</b>	<b>£52,830</b>	<b>£57,003</b>	<b>£61,514</b>	
D 521 Duty Social Worker							5
D 530 Plant & Engineering Manager							5
D 512 Senior Environmental Health Officer							5
D 527 Educational Psychologist (from 1/9/22) + 9% Market Rating							5
<b>PAY BAND 25</b>	<b>32</b>	<b>34</b>	<b>36</b>	<b>£54,879</b>	<b>£59,212</b>	<b>£63,905</b>	
SEO							6
D 600							6
D 506 Senior Social Worker							6
D 519 Legal Officer (Commercial)							6
D 513 Policy & Legislation Manager Social Security							6
D 613 Senior Ship Surveyor							6
D 605							6
D 615 Senior Educational Psych (ended 31/8/22)							6
D 525 Traction & Rolling Stock Manager							6
D 526 IT Developer Business Support							6
D 535 Food Business Development Manager							6
<b>PAY BAND 26</b>	<b>33</b>	<b>35</b>	<b>37</b>	<b>£57,003</b>	<b>£61,514</b>	<b>£66,391</b>	
<b>PAY BAND 27</b>	<b>34</b>	<b>36</b>	<b>38</b>	<b>£59,212</b>	<b>£63,905</b>	<b>£68,975</b>	
D 611 (Team Manager Social Work)							6
D 537 C&F Team Manager							6
<b>PAY BAND 28</b>	<b>35</b>	<b>37</b>	<b>39</b>	<b>£61,514</b>	<b>£66,391</b>	<b>£71,659</b>	
D 681							6
D 620 Head of Health, Safety & Welfare							6
D 621 HR Business Partner							6
D 622 Healthcare Engineering Manager							6
D 626 Risk Manager (Manx Care)							6
D 627 Senior Educational Psychologists (from 1/9/22)							6



	Spine Points			01-Apr-23			Pay Span
	Min	Mid	Max	Minimum	Mid	Maximum	
<b>PAY BAND 40</b>	<b>47</b>	<b>49</b>	<b>51</b>	<b>£97,419</b>	<b>£105,222</b>	<b>£113,667</b>	
D 903							9
D 905							9
<b>PAY BAND 41</b>	<b>48</b>	<b>50</b>	<b>52</b>	<b>£101,249</b>	<b>£109,358</b>	<b>£118,138</b>	
							9
<b>PAY BAND 42</b>	<b>49</b>	<b>51</b>	<b>53</b>	<b>£105,222</b>	<b>£113,667</b>	<b>£122,798</b>	
D 909							9
<b>PAY BAND 43</b>	<b>50</b>	<b>52</b>	<b>54</b>	<b>£109,358</b>	<b>£118,138</b>	<b>£127,636</b>	
D 910							9
<b>PAY BAND 44</b>	<b>51</b>	<b>53</b>	<b>55</b>	<b>£113,667</b>	<b>£122,798</b>	<b>£132,664</b>	
							9