

Pay Banding

October 2022

Pay Banding

In line with the Recruitment & Retention Policy, we are looking to introduce a banding system for staff roles. These are based on the Cornwall Council "Green Book". We are a Real Living Wage employer and want to send out a positive message that we value our staff, but recognise that pay is one of the reasons contributing to staff turnover. Streamlining the management team and increasing responsibility for individual roles gives us the flexibility to do this.

Most bands will have 3 points, but in recognition of the breadth of experience and responsibility for Project Officer roles, this band will be 4 points. The banding is separate to any other pay awards and the table below is based on 2022/23 rates.

Staff will be allocated to the point in the relevant band that is closest to their current salary (revised upwards – no one will be placed in a band at a lower rate than their current salary). This will happen following the annual appraisal to be held April/May 2023, and will be backdated to 01/04/23. To ensure consistency the relevant banding points will be agreed by the management team. The CEO's banding point will be agreed by the Chair. At these appraisals targets will be set for the following year. Any staff member with less than one year's service will automatically go into the lower band and, in order, to provide a financial incentive linked to 2023/4 objectives, no one will be in the higher band, unless their current salary means they are automatically placed there.

Movement up the bands will depend on agreed targets being met at appraisal, therefore staff will not normally be eligible to move up the banding until completion of at least one year's service following first target



setting/appraisal. As above, movement up the band will be agreed within the management team.

New staff will normally join at the lowest point on the banding for the role, unless due to specific experience and nature of role/level of responsibility the full management team agree a starting point higher up the banding. In this case that decision will need to be ratified by the finance sub-committee. The Board are asked to agree the overall package.

		Starting	Low	Mid	High
Coordinator	Grade 3 pts 1-3	N/A	£25,742	£27,021	£28,364
Project Officer	Grade 2 pts 4-6, Grade 3 pt 2	£23,561	£24,627	£25,741	£27,021
Admin (data officer)	Grade 2 pts 1-3	N/A	£20,632	£21,566	£22,541
Admin (apprentice)	Grade 1 pt 1-3	N/A	£19,099	£19,975	£20,631
Management					
CEO	Grade 6 pts 1-3	N/A	£48,376	£50,329	£52,362
Senior Manager	Grade 4 pt 5 to Grade 5 pt 2	N/A	£38,274	£39,778	£41,367
Research Manager	Grade 4 pts 1-3	N/A	£32,806	£34,095	£35,435
Business Support Mgr	Grade 3 pts 2-4	N/A	£27,021	£29,773	£31,252

