

Band	Starting Point on current AfC scale	Year 1			Year 2		Year 3		Overall	
		2017/18	2018/19 1 April	2018/19 inc	2019/20 1 April	2019/20 inc	2020/21 1 April	2020/21 inc	Earnings gain £	Earnings gain %
Band 1*	3	£16,532	£17,460	£17,460	£17,949	£17,949	£18,478	£18,478	£1,946	11.77%
Band 2	3	£16,532	£17,460	£17,460	£18,383	£18,383	£20,606	£20,606	£4,074	24.64%
	4	£16,929	£17,460	£17,865	£18,383	£18,383	£20,606	£20,606	£3,677	21.72%
	5	£17,344	£17,865	£18,292	£18,383	£18,937	£20,606	£20,606	£3,262	18.81%
	6	£17,760	£18,292	£18,843	£18,937	£20,015	£20,606	£20,606	£2,846	16.02%
	7	£18,295	£18,843	£19,470	£20,015	£20,015	£20,606	£20,606	£2,311	12.63%
TOP	8	£18,903	£19,470	£19,470	£20,015	£20,015	£20,606	£20,606	£1,703	9.01%
Band 3	6	£17,760	£18,292	£18,843	£19,945	£19,945	£22,594	£22,594	£4,834	27.22%
	7	£18,295	£18,843	£19,470	£19,945	£19,945	£22,594	£22,594	£4,299	23.50%
	8	£18,903	£19,470	£19,846	£19,945	£20,449	£22,594	£22,594	£3,691	19.53%
	9	£19,268	£19,846	£20,347	£20,449	£21,016	£22,594	£22,594	£3,326	17.26%
	10	£19,754	£20,347	£20,911	£21,016	£21,947	£22,594	£22,594	£2,840	14.38%
	11	£20,302	£20,911	£21,349	£21,947	£21,947	£22,594	£22,594	£2,292	11.29%
TOP	12	£20,727	£21,349	£21,349	£21,947	£21,947	£22,594	£22,594	£1,867	9.01%
Band 4	11	£20,302	£20,911	£21,349	£22,152	£22,152	£22,700	£24,973	£4,671	23.01%
	12	£20,727	£21,349	£22,042	£22,152	£22,860	£24,973	£24,973	£4,246	20.49%
	13	£21,400	£22,042	£22,746	£22,860	£23,097	£24,973	£24,973	£3,573	16.70%
	14	£22,083	£22,746	£22,982	£23,097	£23,229	£24,973	£24,973	£2,890	13.09%
	15	£22,313	£22,982	£23,113	£23,229	£24,258	£24,973	£24,973	£2,660	11.92%
	16	£22,440	£23,113	£23,597	£24,258	£24,258	£24,973	£24,973	£2,533	11.29%
TOP	17	£22,910	£23,597	£23,597	£24,258	£24,258	£24,973	£24,973	£2,063	9.01%
Band 5	16	£22,440	£23,113	£23,597	£24,670	£24,670	£26,970	£26,970	£4,530	20.19%
	17	£22,910	£23,597	£24,547	£24,670	£26,713	£26,970	£27,912	£5,002	21.83%
	18	£23,832	£24,547	£25,536	£26,713	£26,713	£27,912	£27,912	£4,080	17.12%
	19	£24,793	£25,536	£26,580	£26,713	£27,773	£27,912	£31,649	£6,856	27.65%
	20	£25,806	£26,580	£27,635	£27,773	£28,892	£31,649	£31,649	£5,843	22.64%
	21	£26,830	£27,635	£28,748	£28,892	£30,742	£31,649	£31,649	£4,819	17.96%
	22	£27,911	£28,748	£29,905	£30,742	£30,742	£31,649	£31,649	£3,738	13.39%
TOP	23	£29,032	£29,905	£29,905	£30,742	£30,742	£31,649	£31,649	£2,615	9.01%
Band 6	21	£26,830	£28,050	£28,748	£30,401	£30,401	£33,305	£33,305	£6,475	24.13%
	22	£27,911	£28,748	£29,905	£30,401	£33,139	£33,305	£33,305	£5,394	19.32%
	23	£29,034	£29,905	£30,820	£33,139	£33,139	£33,305	£34,391	£5,357	18.45%
	24	£29,923	£30,820	£31,896	£33,139	£33,139	£34,391	£34,391	£4,468	14.93%
	25	£30,967	£31,896	£32,974	£33,139	£34,220	£34,391	£39,169	£8,202	26.49%
	26	£32,013	£32,974	£34,050	£34,220	£35,437	£39,169	£39,169	£7,156	22.35%
	27	£33,058	£34,050	£35,261	£35,437	£38,046	£39,169	£39,169	£6,111	18.48%
	28	£34,234	£35,261	£37,010	£38,046	£38,046	£39,169	£39,169	£4,935	14.41%
TOP	29	£35,933	£37,010	£37,010	£38,046	£38,046	£39,169	£39,169	£3,236	9.00%
Band 7	26	£32,013	£33,222	£34,050	£37,570	£37,570	£40,894	£40,894	£8,881	27.74%
	27	£33,058	£34,050	£35,261	£37,570	£37,570	£40,894	£40,894	£7,836	23.70%
	28	£34,234	£35,261	£37,010	£37,570	£39,495	£40,894	£41,723	£7,489	21.88%
	29	£35,933	£37,010	£38,088	£39,495	£39,495	£41,723	£41,723	£5,790	16.11%
	30	£36,979	£38,088	£39,299	£39,495	£40,847	£41,723	£46,006	£9,027	24.41%
	31	£38,155	£39,299	£40,644	£40,847	£42,268	£46,006	£46,006	£7,851	20.58%
	32	£39,461	£40,644	£42,058	£42,268	£44,688	£46,006	£46,006	£6,545	16.59%
	33	£40,833	£42,058	£43,471	£44,688	£44,688	£46,006	£46,006	£5,173	12.67%
TOP	34	£42,205	£43,471	£43,471	£44,688	£44,688	£46,006	£46,006	£3,801	9.01%
Band 8A	33	£40,833	£42,414	£43,471	£45,446	£45,446	£49,480	£49,480	£8,647	21.18%
	34	£42,205	£43,471	£45,220	£45,446	£47,205	£49,480	£49,480	£7,275	17.24%
	35	£43,903	£45,220	£46,970	£47,205	£49,234	£49,480	£53,414	£9,511	21.66%
	36	£45,602	£46,970	£48,989	£49,234	£51,883	£53,414	£53,414	£7,812	17.13%
	37	£47,562	£48,989	£50,470	£51,883	£51,883	£53,414	£53,414	£5,852	12.30%
TOP	38	£49,000	£50,470	£50,470	£51,883	£51,883	£53,414	£53,414	£4,414	9.01%
Band 8B	37	£47,562	£49,242	£50,470	£53,291	£53,291	£59,539	£59,539	£11,977	25.18%
	38	£49,000	£50,470	£53,026	£53,291	£56,267	£59,539	£59,539	£10,539	21.51%
	39	£51,482	£53,026	£55,987	£56,267	£59,243	£59,539	£64,095	£12,613	24.50%
	40	£54,356	£55,987	£58,948	£59,243	£62,259	£64,095	£64,095	£9,739	17.92%
	41	£57,232	£58,948	£60,563	£62,259	£62,259	£64,095	£64,095	£6,863	11.99%
TOP	42	£58,799	£60,563	£60,563	£62,259	£62,259	£64,095	£64,095	£5,296	9.01%
Band 8C	41	£57,323	£59,090	£60,563	£63,570	£63,570	£71,365	£71,365	£14,133	24.69%
	42	£58,799	£60,563	£63,254	£63,570	£66,547	£71,365	£71,365	£12,566	21.37%
	43	£61,412	£63,254	£66,216	£66,547	£71,010	£71,365	£76,914	£15,502	25.24%
	44	£64,287	£66,216	£70,657	£71,010	£74,710	£76,914	£76,914	£12,627	19.64%
	45	£68,599	£70,657	£72,675	£74,710	£74,710	£76,914	£76,914	£8,315	12.12%
TOP	46	£70,559	£72,675	£72,675	£74,710	£74,710	£76,914	£76,914	£6,355	9.01%
Band 8D	45	£68,599	£70,657	£72,675	£76,083	£76,083	£85,811	£85,811	£17,212	25.09%
	46	£70,559	£72,675	£75,704	£76,083	£79,802	£85,811	£85,811	£15,252	21.62%
	47	£73,499	£75,704	£79,405	£79,802	£84,211	£85,811	£89,732	£16,233	22.09%
	48	£77,092	£79,405	£82,611	£84,211	£88,132	£89,732	£89,732	£12,640	16.40%
	49	£81,011	£82,611	£86,532	£88,132	£88,132	£89,732	£89,732	£8,721	10.77%
TOP	50	£84,932	£86,532	£86,532	£88,132	£88,132	£89,732	£89,732	£4,800	5.65%
Band 9	49	£81,011	£84,507	£86,532	£92,208	£92,208	£102,558	£102,558	£21,547	26.60%
	50	£84,932	£86,532	£90,608	£92,208	£96,480	£102,558	£102,558	£17,626	20.75%
	51	£89,008	£90,608	£94,880	£96,480	£100,958	£102,558	£107,250	£18,242	20.49%
	52	£93,280	£94,880	£99,358	£100,958	£105,650	£107,250	£107,250	£13,970	14.98%
	53	£97,758	£99,358	£104,050	£105,650	£105,650	£107,250	£107,250	£9,492	9.71%
TOP	54	£102,450	£104,050	£104,050	£105,650	£105,650	£107,250	£107,250	£4,800	4.69%