

## Grade and Pay structure changes

As part of our new Grade and Pay structure, we are introducing new 'career levels'. These new career levels will replace our existing grades and will be named by letters, not numbers. The new name signals that we remain committed to personal development and creating opportunities for career progression. We will also change how we manage, and progress pay within these career levels.

The move to the new Grade and Pay structure will come in two stages. The first stage will affect staff in grade 8 to 11 roles this will take effect from 1<sup>st</sup> April 2025. Next year, we'll review the rest of our grades. We expect these changes to come into effect from April 2026.

In this first phase, all roles in grades 8 to 11 will be placed into two new career levels - career level B and career level A. Career level A will be split further into A2 and A1.

If your role is grade 8 to 11 your new career level will come into effect from 1<sup>st</sup> April 2025. All other terms and conditions will remain the same.

It is important to say that no-one's salary or hourly rate of pay will go down because of these changes.

If you have any questions with regards to these changes, please speak to your new line manager who will be happy to support.