

Cumberland Council

Job Families Pay and Grading Structure - Applicable from 1 April 2025 (update October 2025 to add living wage rates)

Leadership (Executive Directors / Assistant Directors)										
Grade	Grade Level A or B	SCP	Annual Full Time Salary £	Hourly Rate £	Job Family					
					Business Support	Customer Engagement	Operations	Organisational Support	People Care and Development	Regulation and Technical
19	B	63	£83,932	£43.5073			OP19	OS19	PCD19	RT19
	A	61	£81,049	£42.0052						
18	B	54	£68,775	£35.6479				OS18i / OS18ii	PCD18	RT18i / RT18ii
	A	52	£65,872	£34.1458						
17	B	47	£59,198	£30.6868		CE17	OP17	OS17		RT17
	A	45	£56,883	£29.4809						
16	B	41	£52,413	£27.1686			OP16	OS16	PCD16	RT16
	A	40	£51,356	£26.6209						
15	B	37	£48,226	£24.9984			OP15	OS15	PCD15	RT15
	A	36	£47,181	£24.4565						
14	B	35	£46,142	£23.9178		CE14		OS14	PCD14	RT14
	A	34	£45,091	£23.3732						
13	B	33	£44,075	£22.8463			OP13		PCD13	RT13
	A	32	£42,839	£22.2060						
12	B	31	£41,771	£21.6523	BS12	CE12		OS12	PCD12i / PCD12ii	RT12
	A	30	£40,777	£21.1372						
11	B	28	£39,152	£20.2946	BS11	CE11	OP11	OS11		RT11
	A	27	£38,220	£19.8116						
10	B	26	£37,280	£19.3243	BS10	CE10	OP10		PCD10i / PCD10ii	RT10
	A	25	£36,363	£18.8487						
9	B	24	£35,412	£18.3560	BS9		OP9i / OP9ii	OS9		RT9
	A	23	£34,434	£17.8489						
8	B	20	£32,597	£16.8967	BS8	CE8i / CE8ii			PCD8i / PCD8ii	
	A	19	£32,061	£16.6191						
7	B	14	£29,540	£15.3122	BS7		OP7i / OP7ii	OS7	PCD7	RT7
	A	12	£28,598	£14.8238						
6	B	8	£26,824	£13.9042	BS6	CE6				RT6
	A	7	£26,403	£13.6860						
5	B	6	£25,989	£13.4715	BS5	CE5	OP5	OS5	PCD5	
	A	6	£25,989	£13.4715						
4	B	5	£25,583	£13.2612	BS4		OP4		PCD4	RT4
	A	5	£25,583	£13.2612						
3	B	4	£25,185	£13.0547	BS3		OP3		PCD3	
	A	3	£24,796	£12.8531						
2	B	2	£24,413	£12.6546		CE2				
	A	2	£24,413	£12.6546						
1	B	2	£24,413	£12.6546	BS1		OP1			

* Living Wage Foundation Living Wage Rate

The Grades below include a non-contractual pay supplement to increase these rates to the Living Wage Foundation 'UK Living Wage' rate of £13.45 per hour, as outlined below.

			Supplement		UK Living Wage Rate			
					Annual Full Time Salary £	Hourly Rate £	Annual Full Time Salary £	Hourly Rate £
4	B	5	£25,583	£13.2612	£366	£0.1888	£25,949	£13.45
	A	5	£25,583	£13.2612	£366	£0.1888	£25,949	£13.45
3	B	4	£25,185	£13.0547	£764	£0.3953	£25,949	£13.45
	A	3	£24,796	£12.8531	£1,153	£0.5969	£25,949	£13.45
2	B	2	£24,413	£12.6546	£1,536	£0.7954	£25,949	£13.45
	A	2	£24,413	£12.6546	£1,536	£0.7954	£25,949	£13.45
1	B	2	£24,413	£12.6546	£1,536	£0.7954	£25,949	£13.45

Pension Scheme Contribution Rates 2024

LGPS

Pensionable Pay	Main Scheme % of pay	50/50 Scheme % of pay
Up to £17 600	5.5	2.75
£17 601 to £27 600	5.8	2.9
£27 601 to £44 900	6.5	3.25
£44 901 to £56 800	6.8	3.4
£56 801 to £79 700	8.5	4.25
£79 701 to £112 900	9.9	4.95
£112 901 to £133 100	10.5	5.25
£133 101 to £199 700	11.4	5.7
£199 700 and above	12.5	6.25

Cumberland employer rate is set at 18.3% . (inc schools)

Westmorland & Furness rate is set at 17.3%. (inc schools)

Fire employer rate is set at 18.4%

FIRE 2015 CARE Scheme

Pensionable Pay (FTE)	% Contribution Rate
Up to £27 818	11
£27 819 to £51 515	12.9
£51 516 to £142 500	13.5
£142 501 and above	14.5

Employer Rate is set at 37.6%

Teachers Pensions CARE Scheme 2015

Pensionable Pay	% Contribution Rate
Up to £34 289.99	7.4
£34 290.00 to £46 158.99	8.6
£46 159.00 to £54 729.99	9.6
£54 730.00 to £72 534.99	10.2
£72 535.00 to £98 908.99	11.3

£98 909.00 and above	11.7
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Employers Rate is set at 28.68%

The tiered rate of contributions is determined with reference to the member's pensionable earnings for a particular employment, rather than the full-time equivalent rate for it. Where a teacher is a member of the Teachers' Pension Scheme in respect of more than one employment (i.e. has two or more part-time jobs, or, in the CARE scheme only, a full-time and a part-time job in the TPS) the earnings in each employment will separately determine the contribution rate paid for each particular employment. Where an employee is paid in the month they work (e.g. a "normal" contract hours employee), the contribution rate is based on the actual earnings in the pay period.

NHS CARE Scheme 2015 - May be revised following AfC Pay Award if greater than CPI Increase.

Pensionable Pay	% Contribution Rate based on FTE
Up to £13 259.99	5.2
£13 260 to £26 831.99	6.5
£26 832 to £32 691.99	8.3
£32 692 to £ 49 078.99	9.8
£49 079 to £62 924.99	10.7
£62 925.00 and above	12.5

Employers Rate is set at 14.38%.