

## Appendix 1 – Local Pay Benchmarking

Newly Qualified Social Workers	Basic Salary Range Min	Basic Salary Range Max	Current Market Supplement	Total Pay Min	Total Pay Max	Comparison basic salary (minus figures BHCC is lower)		Comparison including MS (minus figures BHCC is less)	
						Variance to BHCC Min Salary	Variance to BHCC Max salary	Variance to BHCC Min Total Pay	Variance to BHCC Max total Pay
BHCC	29577	32234	0	29577	32234	0	0	0	0
ESCC	31968	31968	3196.8	35164.8	35164.8	-2391	266	-5587.8	-2930.8
WSCC	29577	29577	3697.125	33274.125	33274.125	0	2657	-3697.125	-1040.125
SCC	27991	30510	0	27991	30510	1586	1724	1586	1724

Qualified Main Grade Social Workers	Basic Salary Range Min	Basic Salary Range Max	Current Market Supplement Min	Current Market Supplement Max	Total Pay Min	Total Pay Max	Comparison basic salary (minus figures BHCC is less)		Comparison including MS (minus figures BHCC is less)	
							Variance to BHCC Min Salary	Variance to BHCC Max salary	Variance to BHCC Min Total Pay	Variance to BHCC Max total Pay
BHCC	32910	35745	2867	2867	35777	38612	0	0	0	0
ESCC	33145	38612	3314.5	3861.2	36459.5	42473.2	-235	-2867	-682.5	-3861.2
WSCC	32910	35745	4113.75	4468.125	37023.75	40213.125	0	0	-1246.75	-1601.125
SCC	£35,382	£39,246	0	0	£35,382	£39,246	-2472	-3501	395	-634

Senior Social Workers	Basic Salary Range Min	Basic Salary Range Max	Current Market Supplement Min	Current Market Supplement Max	Total Pay Min	Total Pay Max	Comparison basic salary (minus figures BHCC is less)		Comparison including MS (minus figures BHCC is less)	
							Variance to BHCC Min Salary	Variance to BHCC Max salary	Variance to BHCC Min Total Pay	Variance to BHCC Max total Pay
BHCC	36922	39880	3206	3206	40128	43086	0	0	0	0
ESCC	40098	43119	4009.8	4311.9	44107.8	47430.9	-3176	-3239	-3979.8	-4344.9
WSCC	36922	39880	4615.25	4985	41537.25	44865	0	0	-1409.25	-1779
SCC	£40,227	£44,619	0	0	40227	44619	-3305	-4739	-99	-1533

Practice Manager	Basic Salary Range Min	Basic Salary Range Max	Current Market Supplement Min	Current Market Supplement Max	Total Pay Min	Total Pay Max	Comparison basic salary (minus figures BHCC is less)		Comparison including MS (minus figures BHCC is less)	
							Variance to BHCC Min Salary	Variance to BHCC Max salary	Variance to BHCC Min Total Pay	Variance to BHCC Max total Pay
BHCC	40876	43857	1800	1800	42676	45657	0	0	0	0
ESCC	44700	48854	4470	4885.4	49170	53739.4	-3824	-4997	-6494	-8082.4
WSCC	47351	50725	4735.1	5072.5	52086.1	55797.5	-6475	-6868	-9410.1	-10140.5
SCC	£45,734	£51,725	0	0	45734	51725	-4858	-7868	-3058	-6068

Lead/Advanced Practitioner

Comparison basic salary (minus figures BHCC is less)	Comparison including MS (minus figures BHCC is less)
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	Basic Salary Range Min	Basic Salary Range Max	Current Market Supplement Min	Current Market Supplement Max	Total Pay Min	Total Pay Max	Variance to BHCC Min Salary	Variance to BHCC Max salary	Variance to BHCC Min Total Pay	Variance to BHCC Max total Pay
BHCC	40876	43857			40876	43857	0	0	0	0
ESCC	44700	48854	4470	4885.4	49170	53739.4	-3824	-4997	-8294	-9882.4
WSCC	40876	43857	4087.6	4385.7	44963.6	48242.7	0	0	-4087.6	-4385.7
SCC			0	0	0	0	40876	43857	40876	43857

