

Appendix 2

Length of grades (grade range/bottom to top)

|      | Current | Proposed |         |         |         |
|------|---------|----------|---------|---------|---------|
|      | 2023-24 | 2024-25  | 2025-26 | 2026-27 | 2027-28 |
| KR3  | 0%      | 0%       | 0%      | 0%      | 0%      |
| KR4  | 5.2%    | 2.5%     | 0%      | 0%      | 0%      |
| KR5  | 4.9%    | 4.0%     | 4.0%    | 4.0%    | 4.0%    |
| KR6  | 6.1%    | 5.0%     | 5.0%    | 5.0%    | 5.0%    |
| KR7  | 12.2%   | 9.5%     | 8.9%    | 7.5%    | 6.0%    |
| KR8  | 13.1%   | 13.0%    | 11.0%   | 9.0%    | 7.0%    |
| KR9  | 13.0%   | 12.9%    | 11.3%   | 9.6%    | 8.0%    |
| KR10 | 16.7%   | 16.6%    | 14.1%   | 11.5%   | 9.0%    |
| KR11 | 14.1%   | 14.1%    | 12.7%   | 11.4%   | 10.0%   |
| KR12 | 16.5%   | 16.4%    | 14.3%   | 12.1%   | 10.0%   |
| KR13 | 11.5%   | 11.4%    | 10.9%   | 10.5%   | 10.0%   |
| KR14 | 12.6%   | 12.5%    | 11.7%   | 10.8%   | 10.0%   |
| KR15 | 13.1%   | 13.0%    | 12.0%   | 11.0%   | 10.0%   |
| KR16 | 25.7%   | 25.5%    | 22.0%   | 18.5%   | 15.0%   |
| KR17 | 18.9%   | 18.9%    | 17.9%   | 17.0%   | 16.0%   |
| KR18 | 18.9%   | 18.9%    | 18.3%   | 17.6%   | 17.0%   |
| KR19 | 36.3%   | 28.4%    | 24.9%   | 21.5%   | 18.0%   |
| KR20 | 10.8%   | 10.9%    | 13.6%   | 16.3%   | 19.0%   |

- 2024-25 reflects current pay principles, including the impact of increases to the foundation living wage.
- 2025-26 transition begins to new pay scale ranges by 2027-28