

Appendix 3

| | | Pay Award 2022/23 (2.25%) | Shortfall from London Living Wage (£11.95/ hr) |
|-------|-----------|--------------------------------------|---|
| Grade | spinal pt | hourly (£) | hourly (£) |
| BR3 | 9 | 11.06 | -0.89 |
| | 10 | 11.25 | -0.7 |
| | 11 | 11.37 | -0.58 |
| BR4 | 11 | 11.37 | -0.58 |
| | 12 | 11.49 | -0.46 |
| | 13 | 11.57 | -0.38 |
| BR5 | 13 | 11.57 | -0.38 |
| | 14 | 11.76 | -0.19 |
| | 15 | 11.97 | 0.02 |
| | 16 | 12.02 | 0.07 |
| | 17 | 12.27 | 0.32 |