## Appendix 1 – Local Pay Benchmarking

Newly Qualified Social Workers					Comparison be (minus figures lower)	•	Comparison including MS (minus figures BHCC is less)		
	Basic	Basic							
	Salary	Salary	Current			Variance to	Variance to	Variance to	Variance to
	Range	Range	Market	Total Pay	Total Pay	BHCC Min	BHCC Max	BHCC Min	BHCC Max
	Min	Max	Supplement	Min	Max	Salary	salary	Total Pay	total Pay
внсс	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					Comparison basic salary (minus figures BHCC is less)		Comparison including MS (minus figures BHCC is less)			
	Basic	Basic	Current	Current			Variance			
	Salary	Salary	Market	Market			to BHCC	Variance to	Variance to	
	Range	Range	Supplement	Supplement			Min	BHCC Max	BHCC Min	Variance to BHCC
	Min	Max	Min	Max	Total Pay Min	Total Pay Max	Salary	salary	Total Pay	Max total Pay
внсс	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

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

				Compariso	n basic					
Practice				salary (min	•	Comparison including MS (minus				
Manager								s)	figures BHCC is less)	
	Basic	Basic	Current	Current			Variance			
	Salary	Salary	Market	Market			to BHCC	Variance to	Variance to	
	Range	Range	Supplement	Supplement			Min	BHCC Max	BHCC Min	Variance to BHCC
	Min	Max	Min	Max	Total Pay Min	Total Pay Max	Salary	salary	Total Pay	Max total Pay
внсс	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	Comparison including MS (minus
BHCC is less)	figures BHCC is less)

	Basic Salary	Basic Salary	Current Market	Current Market			Variance to	Variance to BHCC	Variance to	
	Range	Range	Supplement	Supplement			BHCC Min	Max	BHCC Min	Variance to BHCC
	Min	Max	Min	Max	Total Pay Min	Total Pay Max	Salary	salary	Total Pay	Max total Pay
ВНСС	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