

# Base Pay Matrix

## The 2019 pay matrices

The pay matrix sets out the percentage level of pay increase you may receive, dependent on both your performance rating and the position of your salary in the pay range (as defined by your pay range zone).

### Using the matrix:

Find the applicable salary or pay range zone (across the top) and then select the performance rating achieved (left hand column). The cell where the two lines cross contains the percentage pay increase for this year.

### Payband 1

	Your salary	
Performance rating	Up to £30,499	£30,500 or more
1	0.00%	
2	£500 consolidated for those earning under £24,500. For others 1% added to base salary up to max £30,500, with any amount over this paid as one-off cash lump sum. For all: an additional £250 one-off lump sum.	1% paid as a one-off cash lump sum. For all: an additional £250 one-off lump sum.
3		
4		
5		

### Payband 2 and 3

	Your pay range zone			
Performance rating	A	B	C	D
1	0.00%	0.00%	0.00%	0.00%
2	1.75%	0.75%	0.00%	0.00%
3	2.50%	1.00%	0.00%	0.00%
4	3.50%	1.75%	0.75%	0.00%
5	4.75%	2.50%	1.00%	0.50%

Your base pay increase