

Hc-One Zonal Pay Matrix 2024 Proposal	Zone 1			Zone 2			Zone 3			Zone 4 - Scotland			Welsh Zone 1		
	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024
	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
	6m R.C	6m>2y	2y+ / Q	6m R.C	6m>2y	2y+ / Q	6m R.C	6m>2y	2y+ / Q	6m R.C	6m>2y	2y+ / Q	6m R.C	6m>2y	2y+ / Q
Care and Care Support															
Care Assistant	£11.50	£11.65	£12.00	£12.00	£12.15	£12.50	£13.15	£13.30	£13.65	£12.05	£12.20	£12.55	£12.00	£12.15	£12.50
Senior Carer	£12.40	£12.65	£13.00	£12.90	£13.15	£13.50	£14.05	£14.30	£14.65	£12.95	£13.20	£13.55	£12.90	£13.15	£13.50
Team Leader / Trainee NA	£13.20	£13.35	£13.55	£13.70	£13.85	£14.05	£14.85	£15.00	£15.20	£13.75	£13.90	£14.10	£13.70	£13.85	£14.05
Catering															
Kitchen assistant /Hostest/ Waiter/ HoS	£11.50	£11.65	£12.00	£12.00	£12.15	£12.50	£13.15	£13.30	£13.65	£11.90	£12.05	£12.40	£11.50	£11.65	£12.00
Asst Chef / Cook	£12.15	£12.30	£12.50	£12.65	£12.80	£13.00	£13.80	£13.95	£14.15	£12.55	£12.70	£12.90	£12.15	£12.30	£12.50
Cook / Chef	£13.10	£13.35	£13.70	£13.60	£13.85	£14.20	£14.75	£15.00	£15.35	£13.50	£13.75	£14.10	£13.10	£13.35	£13.70
Head Chef / Chef Manager	£14.24	£14.49	£14.84	£14.75	£15.00	£15.35	£15.90	£16.15	£16.50	£14.65	£14.90	£15.25	£14.24	£14.49	£14.84
Property Management															
Gardener	£11.50	£11.65	£12.00	£12.00	£12.15	£12.50	£13.15	£13.30	£13.65	£11.90	£12.05	£12.40	£11.50	£11.65	£12.00
Maintenance Operative	£12.10	£12.25	£12.45	£12.60	£12.75	£12.95	£13.75	£13.90	£14.10	£12.50	£12.65	£12.85	£12.10	£12.25	£12.45
Regional Maintenance Operative	£12.60	£12.75	£12.95	£13.10	£13.25	£13.45	£14.25	£14.40	£14.60	£13.00	£13.15	£13.35	£12.60	£12.75	£12.95
Administration															
Receptionist	£11.50	£11.65	£12.00	£12.00	£12.15	£12.50	£13.15	£13.30	£13.65	£11.90	£12.05	£12.40	£11.50	£11.65	£12.00
Administrator	£13.16	£13.36	£13.66	£13.67	£13.87	£14.17	£14.82	£15.02	£15.32	£13.57	£13.77	£14.07	£13.16	£13.36	£13.66
Senior Administrator	£13.86	£14.06	£14.36	£14.37	£14.57	£14.87	£15.52	£15.72	£16.02	£14.27	£14.47	£14.77	£13.86	£14.06	£14.36
Housekeeping															
Housekeeper	£11.50	£11.65	£12.00	£12.00	£12.15	£12.50	£13.15	£13.30	£13.65	£11.90	£12.05	£12.40	£11.50	£11.65	£12.00
Head Housekeeper	£12.40	£12.55	£12.75	£12.90	£13.05	£13.25	£14.15	£14.30	£14.50	£12.80	£12.95	£13.15	£12.40	£12.55	£12.75
Care Support															
Activities / Wellbeing Co-ordinator	£11.50	£11.65	£12.00	£12.00	£12.15	£12.50	£13.15	£13.30	£13.65	£11.90	£12.05	£12.40	£11.50	£11.65	£12.00
Senior Activities / Wellbeing Co-ordinator	£12.15	£12.30	£12.50	£12.65	£12.80	£13.00	£13.80	£13.95	£14.15	£12.55	£12.70	£12.90	£12.15	£12.30	£12.50
Other Support Roles															
Driver	£11.50	£11.65	£12.00	£12.00	£12.15	£12.50	£13.15	£13.30	£13.65	£11.90	£12.05	£12.40	£11.50	£11.65	£12.00
Covid Co-ordinator	£11.50	£11.65	£12.00	£12.00	£12.15	£12.50	£13.15	£13.30	£13.65	£11.90	£12.05	£12.40	£11.50	£11.65	£12.00
Resident Liason	£12.34	£12.49	£12.69	£12.85	£13.00	£13.20	£14.00	£14.15	£14.35	£12.75	£12.90	£13.10	£12.34	£12.49	£12.69
Nursing and Clinical Management Roles															
Nursing Assistant / Pre Registered Nurse	£13.90	£14.05	£14.25	£14.40	£14.55	£14.75	£15.55	£15.70	£15.90	£14.30	£14.45	£14.65	£14.40	£14.55	£14.75
Registered Nurse / Peripatetic Nurse	£19.22	£19.42	£19.72	£19.83	£20.03	£20.33	£22.12	£22.32	£22.62	£21.13	£21.33	£21.63	£19.22	£19.42	£19.72
Charge Nurse / Unit Manager / Clinical Lead	£20.12	£20.57	£21.12	£20.93	£21.23	£21.93	£23.17	£23.62	£24.17	£22.23	£22.68	£23.23	£20.12	£20.57	£21.12
DM / CSM Hourly clinical	£21.37	£21.82	£22.37	£22.18	£22.63	£23.18	£24.42	£24.87	£25.42	£23.48	£23.93	£24.48	£21.37	£21.82	£22.37
Non-Clinical Management Roles															
Unit Manager / Night Manager (Non Clinical)	£14.54	£14.99	£15.54	£15.55	£16.00	£16.55	£17.00	£17.45	£18.00	£15.55	£16.00	£16.55	£15.55	£16.00	£16.55
Deputy Manager Hourly (Non Clinical) RLAN	£16.20	£16.65	£17.20	£17.20	£17.65	£18.20	£18.65	£19.10	£19.65	£17.20	£17.65	£18.20	£17.20	£17.65	£18.20