

LLWR Grading Structure

LLWR's grading structure is designed to create an environment in which employees are able to contribute fully and are rewarded appropriately.

The Company structure consists of five Bands:

- Band 1 - Company Executive
- Band 2 - Business Leaders
- Band 3 - Managers and Specialists
- Band 4 - Operations Support, Team Leaders, Business Support and Operational Specialists
- Band 5 - Operations Support, Business and Technical Support

Employees in Bands 3, 4 and 5 will have terms and conditions determined by the Consultation and Negotiation committee.

Band	From	To
3A	£67,025	£82,838
3B	£54,800	£67,025
4A	£47,396	£56,493
4B	£41,963	£48,817
4C	£38,072	£41,963
5A	£31,587	£40,011
Apprentices (Varies dependent on discipline)	£8,941	£21,173

Bands 1 and 2

These Bands cover the Executive and Business Leaders who, as Personal Contract Holders, remain outside the collective bargaining arrangements which apply to Bands 3, 4 and 5.

Band 3

This Band covers the roles of Managers and some Functional Specialists.

Band 4

This Band covers Operational and Business Support, Team Leaders and some Functional/Operational Specialists.

Payment for Supervisors with Skill Set team:

- Team Leaders in charge of Skill Set Teams will be paid at the 4A grade.
- Achievement of Skill Sets makes pay grade to the full contributor step.
- Assistant Team Leaders who assist with Skill Set Teams will be paid at the 4B grade and will move to the full contributor step once fully competent in role.

Band 5

This Band covers operational and maintenance employees, technical, business and administrative support employees.