

Industrial Pay Scales for the period 1 August 2020 to 31 July 2022 – updated 1 April 2023

Industrial 1 (AA analogous) 500

- 328 Industrial 1 - Road Worker (PU Scheme)
331 Industrial 1 - General Operative (PU Scheme)

1st August 2020 pay scale	(Hourly Rate)	1st August 2021 pay scale	(Hourly Rate)	1st April 2022 pay scale	(Hourly Rate)	1st April 2023 pay scale	(Hourly Rate)
Max 18,597	(9.62877)	Max 18,783	(9.72507)	Max 19,121	(9.90007)	Max 21,053	(10.90038)

Industrial 1 (AA analogous) 501

- 300 Industrial 1 - Domestic
301 Industrial 1 - Gateman (Alternating Shifts)
315 Industrial 1 - Semi Skilled
316 Industrial 1 - Skilled
317 Industrial 1 - Chargehand
318 Industrial 1 - Supervisor
320 Industrial 1 - Driver / Labourer
321 Industrial 1 - Labourer
324 Industrial 1 - River Worker
329 Industrial 1 - Road Worker (Non-PU Scheme)
330 Industrial 1 - Ferry Night Watchman
332 Industrial 1 - General Operative (Non-PU Scheme)
335 Industrial 1 - Porter
336 Industrial 1 - Ganger
337 Industrial 1 - Grounds Maintenance Staff
338 Industrial 1 - Driver
349 Industrial 1 - KP Driver
350 Industrial 1 - Stores Person
351 Industrial 1 - Placement Student (sandwich)

1st August 2020 pay scale	(Hourly Rate)	1st August 2021 pay scale	(Hourly Rate)	1st April 2022 pay scale	(Hourly Rate)	1st April 2023 pay scale	(Hourly Rate)
Max 19,619 1 18,597	(10.15792) (9.62877)	Max 19,815 1 18,783	(10.25940) (9.72507)	Max 19,815 1 19,121	(10.25940) (9.90007)	Max 21,053	(10.90038)

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Industrial 2 (AO analogous) 502

- 302 Industrial 2 - Labourer
- 303 Industrial 2 - Chargehand
- 304 Industrial 2 - Housekeeper/Domestic
- 305 Industrial 2 - Craftsperson
- 306 Industrial 2 - Fitter Mechanic
- 307 Industrial 2 - Leading Hand Fitter
- 308 Industrial 2 - Semi Skilled
- 309 Industrial 2 - Skilled
- 310 Industrial 2 - Specialist
- 311 Industrial 2 - Specialist Plant
- 312 Industrial 2 - Supervisor (Non-Craft)
- 319 Industrial 2 - Ranger
- 322 Industrial 2 - Tradesman (Craft)
- 323 Industrial 2 - Tradesman (Non-Craft)
- 324 Industrial 2 - River Worker
- 325 Industrial 2 - Vehicle and Plant Fitter
- 326 Industrial 2 - Supervisor (Craft)
- 327 Industrial 2 - Rivers Skilled Operative
- 333 Industrial 2 - Electrician
- 334 Industrial 2 - Roads Skilled Operative
- 339 Industrial 2 - Grounds Maintenance
- 340 Industrial 2 - Foreman Planner
- 341 Industrial 2 - Fire Mechanic
- 342 Industrial 2 - Senior Craftsman
- 352 Industrial 2 - Greenkeeper/Groundsperson

1st August 2019 pay scale			1st August 2020 pay scale			1st August 2021 pay scale		
		(Hourly Rate)			(Hourly Rate)			(Hourly Rate)
Max	23,483	(12.15854)	Max	23,718	(12.28021)	Max	23,955	(12.40292)
4	22,779	(11.79404)	2	23,007	(11.91208)	2	23,237	(12.03117)
3	22,075	(11.42953)	1	22,296	(11.54396)	1	22,519	(11.65942)
2	21,370	(11.06451)						
1	20,664	(10.69897)						

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Industrial 3 (EOII analogous) 503

- 313 Industrial 3 - Foreman Fitter
- 314 Industrial 3 - Senior Supervisor
- 346 Industrial 3 - Maintenance Electrician
- 347 Industrial 3 - Maintenance Plumber
- 348 Industrial 3 - Heat Plant Operative

1st August 2019 pay scale			1st August 2020 pay scale			1st August 2021 pay scale		
		(Hourly Rate)			(Hourly Rate)			(Hourly Rate)
Max	26,051	(13.48814)	Max	26,312	(13.62328)	Max	26,575	(13.75945)
4	25,777	(13.34628)	2	26,035	(13.47986)	2	26,295	(13.61448)
3	25,504	(13.20493)	1	25,759	(13.33696)	1	26,017	(13.47054)
2	25,229	(13.06255)						
1	24,955	(12.92068)						