

Appendix B

Example of Service Manager pay progression

Appendix B Service Manager with Salary level A in 2025/26 (£61,140) moving to Level B	Option A	Option B	Option C
Salary Increase with estimated 2.5% COLA in 2026/27 (i.e. pay progression at 1 April 2026)	7731	5664	4630
% increase with 2.5% COLA	12.6%	9.3%	7.6%
Salary Increase without COLA (e.g. in year progression)	6051	4034	3025
% increase without COLA	9.9%	6.6%	4.9%