



Hinds Building Services Salary Scales – from 1 April 2021

(Salaries will normally be reviewed by 28 February)

National Living and Minimum Wage Rates as of April 2021

BAND 1

Apprentice	Under 18	18 – 20	21 – 22	23 and over
£4.30	£4.62	£6.56	£8.36	£8.91
HBS1	HBS2	HBS3	HBS4	HBS5

Based on a 38-hour working week

(Monday – Thursday: 8am – 5pm; Friday: 8am – midday)

**Your working hours may vary – kindly refer to your contract or line/team manager*

Salaries above HBS45 are negotiated on a case-by-case basis.

Rate per hour	Salary code	FTE salary equivalent
£25.54	HBS45	£50,467.04
£24.98	HBS44	£49,360.48
£24.42	HBS43	£49,360.48
£23.86	HBS42	£48,253.92
£23.30	HBS41	£46,040.80
£22.74	HBS40	£44,934.24
£22.18	HBS39	£43,827.68
£21.62	HBS38	£42,721.12
£21.06	HBS37	£41,614.56
£20.51	HBS36	£40,527.76
£19.96	HBS35	£39,440.96
£19.41	HBS34	£38,354.16
£18.86	HBS33	£37,267.36
£18.31	HBS32	£36,180.56
£17.96	HBS31	£35,488.96
£17.61	HBS30	£34,797.36
£17.26	HBS29	£34,105.76
£16.91	HBS28	£33,414.16
£16.56	HBS27	£32,722.56
£16.21	HBS26	£32,030.96
£15.86	HBS25	£31,339.36
£15.51	HBS24	£30,647.76
£15.16	HBS23	£29,956.16
£14.81	HBS22	£29,264.56
£14.46	HBS21	£28,572.96
£14.11	HBS20	£27,881.36
£13.75	HBS19	£27,170.00
£13.41	HBS18	£26,498.16
£13.06	HBS17	£25,806.56
£12.71	HBS16	£25,114.96
£12.36	HBS15	£24,423.36
£12.01	HBS14	£23,731.76
£11.66	HBS13	£23,040.16
£11.31	HBS12	£22,348.56
£10.96	HBS11	£21,656.96
£10.61	HBS10	£20,965.36
£10.10	HBS9	£19,957.60
£9.91	HBS8	£19,582.16
£9.56	HBS7	£18,890.56
£9.21	HBS6	£18,198.98

BAND 6

BAND 5

BAND 4

BAND 3

BAND 2

Your salary will be recorded based on your Band and scale: for example, **Band1HBS1** would be the apprentice's rate.