

**REFERENCE**

2526664

**RELEASE DATE**

17 April 2026

**SUBJECT**

Request to know total number of new employees recruited, at which grade or band they were appointed and starting salary.

**RESPONSE**

Please see the table below, including all the information you requested.

Please be advised that the 2025/26 pay remit has been implemented for Frontline employees and Senior Managers.

For non-Frontline employees the 2024/25 and 2025/26 pay remits are still to be implemented. Therefore, some new joiners in 25/26 have been appointed to salary levels appropriate for 25/26 in line with NI Water salary review process.

Grade / Band	Role Count	Frontline Spot Salary 2025/26	Non-Frontline Salary Range (2023/24)
Industrial Craft-EPO	3	£33,496.41	
Industrial Craft-Grade A	1	£32,139.74	
Industrial Craft-Grade B	3	£31,074.01	
Industrial M&E Enh Craft-Grade A	5	£33,978.61	
Industrial Non Craft-Class I	5	£30,083.76	
Industrial Non Craft-Class II	10	£29,386.32	
Industrial Non Craft-Class IV	13	£20,157.84	
Industrial Non Craft-HCO	5	£31,551.32	
Band 3a	1		£79,682 - £106,243
Band 3b	2		£64,259 - £86,039
Band 4	6		£44,264 - £63,220
Band 5	12		£35,353 - £47,138
Band 6a	14		£32,166 - £39,314
Band 6b	15		£29,863 - £36,499
Band 7a	3		£26,741 - £32,683
Band 7b	9		£24,494* - £29,938
Band 7c	2		£21,884* - £26,747
Band 8 (Apprentice Level)	2		£18,818 - £23,001
			* or NLW/NMW for age
<b>Total</b>	<b>111</b>		