

National Spinal Point		Grade Structure 1 November 2025			Full-Time Salary from 1 November 2025	
		Normal Grade	Normal Grade			
		Contribution	Contribution			
7	1		UE02	1	£24,547	
8				2	£24,547	
9				3	£24,547	
10		2	UE03	4	£24,729	
11					£24,911	
12					£25,094	
13					£25,276	
14	5				£25,804	
15	6	UE03		1	£26,093	
16		UE04		2	£26,707	
17				3	£27,319	
18				4	£28,031	
19				5	£28,778	
20				1	UE04	6
21	2				£30,378	
22	3				£31,236	
23	4				£32,080	
24	5				£33,002	
25	6			£33,951		
26	7		UE05	1	£34,610	
27	8	2		£35,608		
28		UE06	3	£36,636		
29			4	£37,694		
30			5	£38,784		
31			6	£39,906		
32			1	UE06	7	£41,064
33			2		8	£42,254
34			3			£43,482
35	4		£44,746			
36	5		£46,049			
37	6		£47,389			
38	7		£48,822			
39	8	UE07	1		£50,253	
40	9		2		£51,753	
41	10		3		£53,301	
42		UE08	4	£54,893		
43			5	£56,535		
44			6	£58,225		
45			7	£59,966		
46			8	£61,759		
47			1	UE08	9	£63,606
48			2		10	£65,509
49			3		11	£67,468
50	4		£69,488			
51	5		£71,566			
52	6		£73,692			
53	7		£76,087			
54	8		£78,469			
55	9	UE09	UE10		1	£81,016
56	10			2	£83,558	
57	11	3		£86,268		
58		4		£88,979		
59		5		£92,087		
60		6		£95,193		
61		UE10		7	£98,517	
62				8	£101,262	
63				9	£105,939	
64				10	£110,028	
65				11	£113,301	
66			12	£116,575		

off scale

The Rates to the left include a Real Lving wage supplement
£1,552
£1,486
£1,197
£987
£696
£409
£27

From 1 November 2025 a supplement was applied to increase the hourly rate (and corresponding annual salary) for points 7 to 13 of our pay spine. This supplement enusures that staff are paid the Real Living Wage rate and there is pay differentiation at each point thereafter.