

National Spinal Point		Grade Structure 1 November 2025			Full-Time Salary from 1 November 2025
		Normal Grade	Normal Grade		
		Contribution	Contribution		
7	1	UE03	UE02	1	£24,547
8				2	£24,547
9				3	£24,547
10				4	£24,729
11					£24,911
12					£25,094
13					£25,276
14	5				£25,804
15	6	UE03	UE04	1	£26,093
16				2	£26,707
17				3	£27,319
18				4	£28,031
19				5	£28,778
20	1	UE05	UE04	6	£29,588
21	2				£30,378
22	3				£31,236
23	4				£32,080
24	5				£33,002
25	6				£33,951
26	7	UE05	UE06	1	£34,610
27	8			2	£35,608
28				3	£36,636
29				4	£37,694
30				5	£38,784
31				6	£39,906
32	1	UE07	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	UE08	1	£50,253
40	9			2	£51,753
41	10			3	£53,301
42				4	£54,893
43				5	£56,535
44				6	£58,225
45				7	£59,966
46				8	£61,759
47	1	UE09	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		UE10	1	£81,016
56	10	UE09		2	£83,558
57	11			3	£86,268
58				4	£88,979
59				5	£92,087
60				6	£95,193
61				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 ensures that staff are paid the Real Living Wage rate and there is pay differentiation at each point thereafter.