

National Spinal Point	Grade Structure 1 November 2025		Full-Time Salary from 1 November 2025		The Rates to the left include a Real Living wage supplement
	Normal Grade Contribution	Normal Grade Contribution	1	£24,547	
			2	£24,547	
7			3	£24,547	
8			4	£24,729	
9				£24,911	
10		UE02		£25,094	
11		UE02		£25,276	
12					
13					
14				£25,804	
15			1	£26,093	
16			2	£26,707	
17			3	£27,319	
18			4	£28,031	
19			5	£28,778	
20		UE03	6	£29,588	
21				£30,378	
22				£31,236	
23				£32,080	
24				£33,002	
25				£33,951	
26		UE04	1	£34,610	
27			2	£35,608	
28			3	£36,636	
29			4	£37,694	
30			5	£38,784	
31			6	£39,906	
32		UE05	7	£41,064	
33			8	£42,254	
34				£43,482	
35				£44,746	
36		UE06		£46,049	
37				£47,389	
38				£48,822	
39		UE05	1	£50,253	
40			2	£51,753	
41			3	£53,301	
42			4	£54,893	
43			5	£56,535	
44			6	£58,225	
45			7	£59,966	
46			8	£61,759	
47		UE06	9	£63,606	
48			10	£65,509	
49			11	£67,468	
50				£69,488	
51				£71,566	
52				£73,692	
53				£76,087	
54				£78,469	
55		UE07	1	£81,016	
56			2	£83,558	
57			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	

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.