

National Spinal Point	Grade Structure 1 April 2026		Full-Time Salary from 1 November 2025
	Normal Grade	Normal Grade	
	Contribution	Contribution	
7			
8			
9		UE02	1 £24,547
10	1	UE02	2 £24,729
11	2		£24,911
12	3	UE03	£25,094
13	4		£25,276
14	5		£25,804
15	6	UE03	1 £26,093
16			2 £26,707
17		UE04	3 £27,319
18			4 £28,031
19			5 £28,778
20	1	UE04	6 £29,588
21	2		£30,378
22	3	UE05	£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	UE07	£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	UE09	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	1 £81,016
56	10		2 £83,558
57	11	UE10	3 £86,268
58			4 £88,979
59			5 £92,087
60			6 £95,193
61			7 £98,517
62		UE10	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 Living wage supplement
£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 9 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.