

National Spinal Point		Grade Structure 1 August 2026			Full-Time Salary from 1 August 2026
		Normal Grade	Normal Grade		
		Contribution	Contribution		
7					
8					
9			UE02	1	£24,547
10	1	UE03	UE02	2	£24,729
11	2				£24,911
12	3				£25,179
13	4				£25,754
14	5				£26,320
15	6	UE03	UE04	1	£26,615
16				2	£27,241
17				3	£27,865
18				4	£28,592
19				5	£29,354
20	1	UE05	UE04	6	£30,180
21	2				£30,986
22	3				£31,861
23	4				£32,722
24	5				£33,662
25	6				£34,630
26	7	UE05	UE06	1	£35,302
27	8			2	£36,320
28				3	£37,369
29				4	£38,448
30				5	£39,560
31				6	£40,704
32	1	UE07	UE06	7	£41,885
33	2			8	£43,099
34	3				£44,352
35	4				£45,641
36	5				£46,970
37	6			£48,337	
38	7			£49,798	
39	8	UE07	UE08	1	£51,258
40	9			2	£52,788
41	10			3	£54,367
42				4	£55,991
43				5	£57,666
44				6	£59,390
45				7	£61,165
46				8	£62,994
47	1	UE09	UE08	9	£64,878
48	2			10	£66,819
49	3			11	£68,817
50	4				£70,878
51	5				£72,997
52	6			£75,166	
53	7			£77,608	
54	8			£80,039	
55	9	UE09	UE10	1	£82,636
56	10			2	£85,229
57	11			3	£87,993
58				4	£90,758
59				5	£93,929
60				6	£97,097
61			UE10	7	£100,488
62				8	£103,287
63				9	£108,057
64				10	£112,229
65				11	£115,567
66				12	£118,906

The Rates to the left include a Real Living wage supplement
£730
£512
£212

From 1 November 2025 a supplement was applied to increase the hourly rate (and corresponding annual salary) for points 9 to 11 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.