

Normal working hours rates - from 1 March 2025

Based upon a 35 hour week

Contribution Points

Rate p/hr	Spine Point	FTE Salary			
£39.9395	52	£72,690	Grade 9		
£38.7797	51	£70,579			
£37.6533	50	£68,529			
£36.5588	49	£66,537		5	
£35.4973	48	£64,605		4	
£34.4659	47	£62,728		3	
£33.4654	46	£60,907		2	
£32.4940	45	£59,139		1	
£31.5505	44	£57,422			
£30.6346	43	£55,755		7	Grade 8
£29.7451	42	£54,136		6	
£28.8824	41	£52,566		5	
£28.0434	40	£51,039		4	
£27.2302	39	£49,559		3	
£26.4555	38	£48,149		2	
£25.6786	37	£46,735		1	
£24.9522	36	£45,413	7		
£24.2462	35	£44,128	6		
£23.5615	34	£42,882	5		
£22.8962	33	£41,671	4		
£22.2511	32	£40,497	3		
£21.6236	31	£39,355	2		
£21.0159	30	£38,249	1		
£20.4253	29	£37,174		8	Grade 6
£19.8516	28	£36,130		7	
£19.2945	27	£35,116		6	
£18.7538	26	£34,132		5	
£18.3967	25	£33,482		4	
£17.8824	24	£32,546		3	
£17.3830	23	£31,637		2	
£16.9258	22	£30,805		1	
£16.4610	21	£29,959	5		
£16.0324	20	£29,179	4		
£15.5940	19	£28,381	3		
£15.1890	18	£27,644	2		
£14.8033	17	£26,942	1		
£14.4714	16	£26,338			
£14.1390	15	£25,733		4	Grade 4
£13.9824	14	£25,448		3	
£13.80	13	£25,116		2	
£13.65	12	£24,843		1	
£13.50	11	£24,570	4		
£13.35	10	£24,297	3		
£13.20	9	£24,024	2		
£13.05	8	£23,751	1	2	Grade 2
£12.90	7	£23,478		1	
£12.75	6	£23,205	Grade 1	1	
£12.60		£22,932	Real Living Wage Rate (Minimum Casual Rate)		

The rates shown to the left include the following transitional Real Living Wage supplements*:
£0.1187
£0.2742
£0.3786
£0.4852
£0.5473
£0.5538
£0.5626
£0.5808

* From 1 March 2025 a Real Living Wage supplement will be applied to increase the hourly rate (and corresponding annual salary) for points 6 to 13 of our Pay Spine. This supplement ensures that staff on the lowest points are paid an hourly rate that is higher than the 2024/25 Living Wage Foundation hourly rate at appropriate incremental steps.

These supplements will be reviewed once the outcome of the 2025/26 national pay negotiations is known.