

## Normal working hours rates - from 1 August 2025

Based upon a 35 hour week

Contribution Points

| Rate p/hr | Spine Point | FTE Salary |   |   |   |
|-----------|-------------|------------|---|---|---|
| £40.4987  | 52          | £73,708    | Grade 9                                     |   |   |
| £39.3220  | 51          | £71,566    |   |   |   |
| £38.1801  | 50          | £69,488    |   |   |   |
| £37.0705  | 49          | £67,468    |   | 5 |   |
| £35.9941  | 48          | £65,509    |   | 4 |   |
| £34.9484  | 47          | £63,606    |   | 3 |   |
| £33.9336  | 46          | £61,759    |   | 2 |   |
| £32.9485  | 45          | £59,966    |   | 1 |   |
| £31.9920  | 44          | £58,225    |   |   |   |
| £31.0634  | 43          | £56,535    |   |   | 7 |
| £30.1611  | 42          | £54,893    |   |   | 6 |
| £29.2863  | 41          | £53,301    |   |   | 5 |
| £28.4359  | 40          | £51,753    |   |   | 4 |
| £27.6113  | 39          | £50,253    | Grade 7                                     |   | 3 |
| £26.8255  | 38          | £48,822    |   |   | 2 |
| £26.0381  | 37          | £47,389    |   |   | 1 |
| £25.3015  | 36          | £46,049    |   | 7 |   |
| £24.5856  | 35          | £44,746    |   | 6 |   |
| £23.8914  | 34          | £43,482    |   | 5 |   |
| £23.2167  | 33          | £42,254    |   | 4 |   |
| £22.5626  | 32          | £41,064    |   | 3 |   |
| £21.9264  | 31          | £39,906    | Grade 5                                     | 2 |   |
| £21.3102  | 30          | £38,784    |   | 1 |   |
| £20.7112  | 29          | £37,694    |   |   | 8 |
| £20.1296  | 28          | £36,636    |   |   | 7 |
| £19.5646  | 27          | £35,608    |   |   | 6 |
| £19.0164  | 26          | £34,610    |   |   | 5 |
| £18.6543  | 25          | £33,951    |   |   | 4 |
| £18.1328  | 24          | £33,002    |   |   | 3 |
| £17.6263  | 23          | £32,080    | Grade 3                                     |   | 2 |
| £17.1628  | 22          | £31,236    |   |   | 1 |
| £16.6914  | 21          | £30,378    |   | 5 |   |
| £16.2569  | 20          | £29,588    |   | 4 |   |
| £15.8123  | 19          | £28,778    |   | 3 |   |
| £15.4017  | 18          | £28,031    |   | 2 |   |
| £15.0105  | 17          | £27,319    |   | 1 |   |
| £14.6740  | 16          | £26,707    |   |   |   |
| £14.3370  | 15          | £26,093    |   |   | 4 |
| £14.1782  | 14          | £25,804    |   |   | 3 |
| £13.8729  | 13          | £25,249    | Grade 1                                     |   | 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 |
| £12.90    | 7           | £23,478    |   |   | 1 |
| £12.75    | 6           | £23,205    |   | 1 |   |
| £12.60    |             | £22,932    | Real Living Wage Rate (Minimum Casual Rate) |   |   |

Grade 8

Grade 6

Grade 4

Grade 2

The rates shown to the left include the following transitional Real Living Wage supplements\*

£0.0869

£0.1949

£0.3051

£0.3701

£0.3789

£0.3899

£0.3352

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

These supplements have been amended as a result of the revised national pay scale applicable from 1 August 2025 and will be reviewed once the Living Wage Foundation hourly rate for 2025/26 is announced.