

spine points	August 2024	Aug 24 hourly rate	March 2025 rounded	Mar 2025 hourly rounded	August 2025 rounded	August 2025 hourly rounded	Grade		August 2025 range	March 25 point is paid in line with the RLW until nationally agreed value is at least the same £12.60/hour. Aug 25 increase applied to actual UCEA point 8 value of £22,743 not the RLW figure.
8	£22,443	£12.30	£22,995	£12.60	£23,061	£12.64		grade 2	RLW	
9	£22,728	£12.45	£23,028	£12.62	£23,350	£12.79		grade 3	£23,350 - £24,215	<div></div> contribution point <div></div> only a contribution point
10	£23,114	£12.67	£23,414	£12.83	£23,742	£13.01				
11	£23,581	£12.92	£23,881	£13.09	£24,215	£13.27		grade 4		
12	£24,044	£13.17	£24,344	£13.34	£24,685	£13.53			£24,215 - £26,707	
13	£24,600	£13.48	£24,900	£13.65	£25,249	£13.83				
14	£25,148	£13.78	£25,448	£13.95	£25,804	£14.14				
15	£25,433	£13.94	£25,733	£14.11	£26,093	£14.30				
16	£26,038	£14.27	£26,338	£14.44	£26,707	£14.63		grade 5	£26,707 - £31,236	
17	£26,642	£14.60	£26,942	£14.77	£27,319	£14.97				
18	£27,344	£14.98	£27,644	£15.15	£28,031	£15.36				
19	£28,081	£15.39	£28,381	£15.56	£28,778	£15.77				
20	£28,879	£15.82	£29,179	£15.99	£29,588	£16.21				
21	£29,659	£16.25	£29,959	£16.42	£30,378	£16.65				
22	£30,505	£16.72	£30,805	£16.88	£31,236	£17.12			£31,236 - £36,636	
23 disc	£31,387	£17.20	£31,637	£17.34	£32,080	£17.58		gap		
24	£32,296	£17.70	£32,546	£17.84	£33,002	£18.08		grade 6		
25	£33,882	£18.57	£34,132	£18.71	£34,610	£18.96				
26	£34,866	£19.10	£35,116	£19.25	£35,608	£19.51				
27	£35,880	£19.66	£36,130	£19.80	£36,636	£20.07				
28	£36,924	£20.23	£37,174	£20.37	£37,694	£20.65		grade 7	£37,694 - £47,389	
29	£37,999	£20.82	£38,249	£20.96	£38,784	£21.25				
30	£40,247	£22.05	£40,497	£22.20	£41,064	£22.50				
31	£41,421	£22.70	£41,671	£22.84	£42,254	£23.15				
32	£42,632	£23.36	£42,882	£23.50	£43,482	£23.83				
33	£45,163	£24.75	£45,413	£24.89	£46,049	£25.23				
34	£46,485	£25.47	£46,735	£25.61	£47,389	£25.97		grade 8	£47,389 - £58,225	
35	£47,874	£26.23	£48,149	£26.39	£48,822	£26.75				
36	£50,694	£27.78	£51,039	£27.97	£51,753	£28.36				
37	£52,183	£28.59	£52,566	£28.81	£53,301	£29.21				
38	£55,295	£30.30	£55,755	£30.56	£56,535	£30.98				
39	£56,921	£31.19	£57,422	£31.47	£58,225	£31.90		grade 9	£58,225 - £69,488	
40 disc	£58,596	£32.11	£59,139	£32.41	£59,966	£32.86		gap		
41	£60,321	£33.05	£60,907	£33.38	£61,759	£33.84		grade 9		
42	£62,098	£34.03	£62,728	£34.38	£63,606	£34.85				
43	£63,929	£35.03	£64,605	£35.40	£65,509	£35.90				
44	£65,814	£36.06	£66,537	£36.46	£67,468	£36.97				
45	£67,757	£37.13	£68,529	£37.56	£69,488	£38.08		grade 10	£69,488 minimum	
46	£69,757	£38.22	£70,579	£38.68	£71,566	£39.21				
47	£70,789	£38.79	£71,636	£39.26	£72,639	£39.80				
48	£71,834	£39.36	£72,708	£39.84	£73,725	£40.40				
49	£72,897	£39.94	£73,797	£40.44	£74,830	£41.00		ongoing		
50	£73,972	£40.53	£74,899	£41.05	£75,947	£41.61				
51	£75,066	£41.13	£76,021	£41.66	£77,085	£42.24				
52	£76,175	£41.74	£77,157	£42.28	£78,237	£42.87				
53	£77,301	£42.36	£78,312	£42.92	£79,408	£43.51				
54	£78,443	£42.98	£79,483	£43.56	£80,595	£44.16				
55	£79,607	£43.62	£80,676	£44.21	£81,804	£44.82				
56	£80,784	£44.27	£81,882	£44.87	£83,028	£45.49		grade 10		
57	£81,979	£44.92	£83,106	£45.54	£84,269	£46.17				
58	£83,191	£45.58	£84,349	£46.22	£85,529	£46.87				
59	£84,422	£46.26	£85,611	£46.91	£86,809	£47.57				
60	£85,673	£46.94	£86,893	£47.62	£88,109	£48.28				
61	£86,942	£47.64	£88,194	£48.33	£89,428	£49.00				
62	£88,230	£48.35	£89,514	£49.05	£90,767	£49.74				
63	£89,537	£49.06	£90,853	£49.79	£92,124	£50.48				
64	£90,862	£49.79	£92,212	£50.53	£93,502	£51.23				
65	£92,212	£50.53	£93,595	£51.29	£94,905	£52.00				
66	£93,576	£51.27	£94,994	£52.06	£96,323	£52.78				
67	£94,964	£52.03	£96,416	£52.84	£97,765	£53.57				
68	£96,373	£52.81	£97,860	£53.63	£99,229	£54.37				
69	£97,803	£53.59	£99,326	£54.43	£100,716	£55.19				
70	£99,253	£54.39	£100,813	£55.24	£102,224	£56.01				
71	£100,726	£55.19	£102,322	£56.07	£103,755	£56.85				
72	£102,220	£56.01	£103,853	£56.91	£105,307	£57.70				
73	£103,737	£56.84	£105,409	£57.76	£106,884	£58.57				
74	£105,276	£57.69	£106,986	£58.63	£108,483	£59.44				
75	£106,840	£58.54	£108,589	£59.51	£110,109	£60.33				

spine points	August 2024	Aug 24 hourly rate	March 2025 rounded	Mar 2025 hourly rounded	August 2025 rounded	August 2025 hourly rounded	Grade		August 2025 range	March 25 point is paid in line with the RLW until nationally agreed value is at least the same £12.60/hour. Aug 25 increase applied to actual UCEA point 8 value of £22,743 not the RLW figure.
76	£108,426	£59.41	£110,214	£60.40	£111,757	£61.24				
77	£110,035	£60.29	£111,864	£61.30	£113,429	£62.15				
78	£111,671	£61.19	£113,541	£62.22	£115,130	£63.08				
79	£113,329	£62.10	£115,240	£63.15	£116,853	£64.03				
80	£115,014	£63.02	£116,968	£64.10	£118,605	£64.99				
81	£116,721	£63.96	£118,717	£65.06	£120,379	£65.96				
82	£118,456	£64.91	£120,496	£66.03	£122,182	£66.95				
83	£120,217	£65.87	£122,300	£67.02	£124,012	£67.95				
84	£122,004	£66.85	£124,132	£68.02	£125,869	£68.97				
85	£123,821	£67.85	£125,994	£69.04	£127,758	£70.00				
86	£125,659	£68.85	£127,879	£70.08	£129,669	£71.05				
87	£127,527	£69.88	£129,793	£71.12	£131,610	£72.11				
88	£129,424	£70.92	£131,738	£72.19	£133,581	£73.20				
89	£131,350	£71.97	£133,711	£73.27	£135,583	£74.29				
90	£133,303	£73.04	£135,714	£74.37	£137,613	£75.40				
91	£135,287	£74.13	£137,747	£75.48	£139,675	£76.53				
92	£137,298	£75.23	£139,809	£76.61	£141,766	£77.68				
93	£139,342	£76.35	£141,904	£77.76	£143,890	£78.84				
94	£141,417	£77.49	£144,030	£78.93	£146,046	£80.03				
95	£143,522	£78.64	£146,188	£80.11	£148,234	£81.22				
96	£145,659	£79.81	£148,379	£81.31	£150,455	£82.44				
97	£147,826	£81.00	£150,600	£82.53	£152,708	£83.68				
98	£150,027	£82.21	£152,856	£83.76	£154,996	£84.93				
99	£152,261	£83.43	£155,146	£85.02	£157,317	£86.20				
100	£154,527	£84.67	£157,468	£86.29	£159,672	£87.49				
101	£156,831	£85.93	£159,830	£87.58	£162,067	£88.80				
102	£159,167	£87.21	£162,224	£88.89	£164,495	£90.13				
103	£161,539	£88.51	£164,656	£90.23	£166,961	£91.49				
104	£163,947	£89.83	£167,124	£91.58	£169,463	£92.86				
105	£166,389	£91.17	£169,627	£92.95	£172,001	£94.25				
106	£168,868	£92.53	£172,168	£94.34	£174,578	£95.66				
107	£171,358	£93.89	£174,720	£95.74	£177,165	£97.08				
108	£173,937	£95.31	£177,363	£97.19	£179,846	£98.55				
109	£176,534	£96.73	£180,025	£98.65	£182,545	£100.02		grade 10		
110	£179,163	£98.17	£182,720	£100.13	£185,278	£101.52				
111	£181,835	£99.64	£185,459	£101.63	£188,055	£103.04				
112	£184,544	£101.12	£188,236	£103.15	£190,871	£104.59				
113	£187,297	£102.63	£191,058	£104.69	£193,732	£106.15				
114	£190,090	£104.16	£193,920	£106.26	£196,634	£107.74				
115	£192,926	£105.71	£196,827	£107.86	£199,582	£109.36				
116	£195,803	£107.29	£199,776	£109.47	£202,572	£111.00				
117	£198,725	£108.89	£202,771	£111.11	£205,609	£112.66				
118	£201,690	£110.51	£205,810	£112.78	£208,691	£114.35				
119	£204,700	£112.16	£208,895	£114.47	£211,819	£116.07				
120	£207,755	£113.84	£212,026	£116.18	£214,994	£117.80				
121	£210,853	£115.54	£215,202	£117.92	£218,214	£119.57				
122	£214,001	£117.26	£218,429	£119.69	£221,487	£121.36				
123	£217,192	£119.01	£221,700	£121.48	£224,804	£123.18				
124	£220,435	£120.79	£225,024	£123.31	£228,174	£125.03				
125	£223,728	£122.59	£228,400	£125.16	£231,597	£126.90				
126	£227,071	£124.42	£231,826	£127.03	£235,071	£128.81				
127	£230,463	£126.28	£235,303	£128.94	£238,597	£130.74				
128	£233,907	£128.17	£238,833	£130.87	£242,176	£132.70				
129	£237,402	£130.08	£242,415	£132.83	£245,808	£134.69				
130	£240,949	£132.03	£246,051	£134.83	£249,495	£136.71				
131	£244,550	£134.00	£249,742	£136.85	£253,238	£138.76				
132	£248,205	£136.00	£253,488	£138.90	£257,036	£140.84				
133	£251,915	£138.04	£257,290	£140.99	£260,892	£142.95				
134	£255,680	£140.10	£261,150	£143.10	£264,805	£145.10				
135	£259,501	£142.19	£265,067	£145.25	£268,777	£147.28				
136	£263,380	£144.32	£269,043	£147.43	£272,809	£149.48				
137	£267,318	£146.48	£273,079	£149.64	£276,901	£151.73				
138	£271,314	£148.67	£277,175	£151.88	£281,055	£154.00				
139	£275,370	£150.89	£281,332	£154.16	£285,271	£156.31				
140	£279,487	£153.14	£285,552	£156.47	£289,550	£158.66				
141	£283,666	£155.43	£289,836	£158.82	£293,893	£161.04				
142	£287,908	£157.76	£294,183	£161.20	£298,301	£163.45				
143	£292,213	£160.12	£298,596	£163.62	£302,776	£165.90				
144	£296,582	£162.51	£303,075	£166.07	£307,317	£168.39				
145	£301,018	£164.94	£307,621	£168.56	£311,927	£170.92				
146	£305,519	£167.41	£312,235	£171.09	£316,606	£173.48				
147	£310,089	£169.91	£316,919	£173.66	£321,355	£176.08				
148	£314,726	£172.45	£321,673	£176.26	£326,175	£178.73				
149	£319,434	£175.03	£326,498	£178.91	£331,068	£181.41				

spine points	August 2024	Aug 24 hourly rate	March 2025 rounded	Mar 2025 hourly rounded	August 2025 rounded	August 2025 hourly rounded	Grade	August 2025 range
150	£324,212	£177.65	£331,395	£181.59	£336,034	£184.13		March 25 point is paid in line with the RLW until nationally agreed. value is at least the same £12.60/hour. Aug 25 increase applied to actual UCEA point 8 value of £22,743 not the RLW figure.