

Spinal point	August 2018	August 2019	Hourly Rate	grade	scale August 19
1	removed				
2	£15,842	£16,420	£9.00		Apprentice Only
3	£16,146	£16,736	£9.17		
4	£16,460	£17,046	£9.34		2 £17,046 - £17,361
5	£16,766	£17,361	£9.51	grade 2	
6	£17,079	£17,682	£9.69		3 £17,682 - £19,133
7	£17,408	£18,009	£9.87		
8	£17,751	£18,342	£10.05		
9	£18,189	£18,709	£10.25		
10	£18,688	£19,133	£10.48	grade 3	
11	£19,202	£19,612	£10.75		4 £19,612 - £21,814
12	£19,730	£20,130	£11.03		
13	£20,275	£20,675	£11.33		
14	£20,836	£21,236	£11.64		
15	£21,414	£21,814	£11.95	grade 4	
16	£22,017	£22,417	£12.28		5 £22,417 - £25,941
17	£22,659	£23,067	£12.64		
18	£23,334	£23,754	£13.02		
19	£24,029	£24,461	£13.40		
20	£24,771	£25,217	£13.82		
21	£25,482	£25,941	£14.21	grade 5	
22	£26,243	£26,715	£14.64		6 £26,715 - £30,942
23	£27,025	£27,511	£15.07		
24	£27,830	£28,331	£15.52		
25	£29,515	£30,046	£16.46		
26	£30,395	£30,942	£16.95	grade 6	
27	£31,302	£31,866	£17.46		
28	£32,236	£32,817	£17.98		7 £32,817 - £40,322
29	£33,199	£33,797	£18.52		
30	£35,211	£35,845	£19.64		
31	£36,261	£36,914	£20.23		
32	£37,345	£38,017	£20.83		
33	£39,609	£40,322	£22.09	grade 7	
34	£40,792	£41,526	£22.75		8 £41,526 - £49,553
35	£42,036	£42,792	£23.45		
36	£44,559	£45,361	£24.86		
37	£45,892	£46,718	£25.60		
38	£48,677	£49,553	£27.15	grade 8	
39	£50,132	£51,034	£27.96	grade 9	9 £51,034 - £59,135
40	£51,630	£52,560	£28.80		
41	£53,174	£54,131	£29.66		
42	£54,765	£55,750	£30.55		
43	£56,403	£57,418	£31.46		
44	£58,089	£59,135	£32.40	grade 9	
45	£59,828	£60,905	£33.37		10 £60,905 minimum
46	£61,618	£62,727	£34.37	grade 10	
47	£62,541	£63,667	£34.89		
48	£63,477	£64,619	£35.41		
49	£64,428	£65,588	£35.94		
50	£65,390	£66,567	£36.47		
51	£66,369	£67,564	£37.02		
	contribution points				

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GRADE 10							
Spinal point	August 2018	August 2019	Hourly Rate				
52	£67,361	£68,574	£37.57			10	£60,905 minimum
53	£68,369	£69,600	£38.14		grade 10		
54	£69,391	£70,640	£38.71				
55	£70,433	£71,701	£39.29				
56	£71,486	£72,773	£39.88				
57	£72,555	£73,861	£40.47				
58	£73,639	£74,965	£41.08				
59	£74,742	£76,087	£41.69				
60	£75,861	£77,226	£42.32				
61	£76,996	£78,382	£42.95				
62	£78,149	£79,556	£43.59				
63	£79,318	£80,746	£44.24				
64	£80,504	£81,954	£44.91				
65	£81,712	£83,183	£45.58				
66	£82,933	£84,426	£46.26				
67	£84,175	£85,690	£46.95				
68	£85,436	£86,973	£47.66				
69	£86,716	£88,277	£48.37				
70	£88,013	£89,598	£49.09				
71	£89,332	£90,940	£49.83				
72	£90,668	£92,300	£50.58				
73	£92,026	£93,683	£51.33				
74	£93,403	£95,084	£52.10				
75	£94,803	£96,509	£52.88				
76	£96,221	£97,953	£53.67				
77	£97,662	£99,420	£54.48				
78	£99,126	£100,910	£55.29				
79	£100,609	£102,420	£56.12				
80	£102,117	£103,955	£56.96				
81	£103,645	£105,511	£57.81				
82	£105,198	£107,091	£58.68				
83	£106,773	£108,695	£59.56				
84	£108,372	£110,323	£60.45				
85	£109,998	£111,978	£61.36				
86	£111,643	£113,653	£62.28				
87	£113,315	£115,354	£63.21				
88	£115,012	£117,082	£64.15				
89	£116,735	£118,837	£65.12				
90	£118,484	£120,616	£66.09				
91	£120,259	£122,423	£67.08				
92	£122,059	£124,256	£68.09				
93	£123,888	£126,118	£69.11				
94	£125,744	£128,007	£70.14				
95	£127,628	£129,926	£71.19				
96	£129,541	£131,872	£72.26				
97	£131,480	£133,847	£73.34				
98	£133,450	£135,852	£74.44				
99	£135,448	£137,886	£75.55				
100	£137,476	£139,951	£76.69				
101	£139,538	£142,049	£77.84				
102	£141,628	£144,178	£79.00				
103	£143,751	£146,339	£80.19				
104	£145,906	£148,532	£81.39				
105	£148,091	£150,757	£82.61				
106	£150,310	£153,015	£83.84				
107	£152,537	£155,283	£85.09				
108	£154,845	£157,632	£86.37				
109	£157,169	£159,998	£87.67				
110	£159,522	£162,394	£88.98				
111	£161,913	£164,828	£90.32				

112	£164,338	£167,296	£91.67				
113	£166,801	£169,804	£93.04				
114	£169,300	£172,348	£94.44				
Spinal point	August 2018	August 2019	Hourly Rate				
115	£171,838	£174,931	£95.85				
116	£174,413	£177,552	£97.29				
117	£177,027	£180,214	£98.75				
118	£179,681	£182,915	£100.23				
119	£182,374	£185,657	£101.73				
120	£185,108	£188,440	£103.25				
121	£187,880	£191,262	£104.80				
122	£190,698	£194,130	£106.37				
123	£193,553	£197,037	£107.97				
124	£196,455	£199,992	£109.58				
125	£199,402	£202,992	£111.23				
126		£206,036	£112.90				
127		£209,127	£114.59				
128		£212,264	£116.31				
129		£215,448	£118.05				
130		£218,680	£119.82				
131		£221,960	£121.62				
132		£225,289	£123.45				
133		£228,668	£125.30				
134		£232,099	£127.18				
135		£235,580	£129.08				
136		£239,114	£131.02				
137		£242,700	£132.99				
138		£246,341	£134.98				
139		£250,036	£137.01				
140		£253,787	£139.06				
141		£257,593	£141.15				
142		£261,457	£143.26				
143		£265,379	£145.41				
144		£269,360	£147.59				
145		£273,400	£149.81				
146		£277,501	£152.06				
147		£281,664	£154.34				
148		£285,889	£156.65				
149		£290,177	£159.00				
150		£294,530	£161.39				