

Spinal point	August 2019	August 2021	Hourly Rate	grade	scale August 21
1	removed				
2	£16,420	£17,011	£9.32	Modern Apprentice/ Graduate Apprentice year 1	
3	£16,736	£17,338	£9.50		
4	£17,046	£17,596	£9.64		2 £17,596 - £17,901
5	£17,361	£17,901	£9.81	grade 2	
6	£17,682	£18,212	£9.98		3 £18,212 - £19,623
7	£18,009	£18,529	£10.15		
8	£18,342	£18,852	£10.33		
9	£18,709	£19,209	£10.53		
10	£19,133	£19,623	£10.75	grade 3	
11	£19,612	£20,092	£11.01		4 £20,092 - £22,254
12	£20,130	£20,600	£11.29		
13	£20,675	£21,135	£11.58		
14	£21,236	£21,686	£11.88		
15	£21,814	£22,254	£12.19	grade 4	
16	£22,417	£22,847	£12.52		5 £22,847 - £26,341
17	£23,067	£23,487	£12.87		
18	£23,754	£24,174	£13.25		
19	£24,461	£24,871	£13.63		
20	£25,217	£25,627	£14.04		
21	£25,941	£26,341	£14.43	grade 5	
22	£26,715	£27,116	£14.86		6 £27,116 - £31,406
23	£27,511	£27,924	£15.30		
24	£28,331	£28,756	£15.76		
25	£30,046	£30,497	£16.71		
26	£30,942	£31,406	£17.21	grade 6	
27	£31,866	£32,344	£17.72		
28	£32,817	£33,309	£18.25		7 £33,309 - £40,927
29	£33,797	£34,304	£18.80		
30	£35,845	£36,383	£19.94		
31	£36,914	£37,468	£20.53		
32	£38,017	£38,587	£21.14		
33	£40,322	£40,927	£22.43	grade 7	
34	£41,526	£42,149	£23.10		8 £42,149 - £50,296
35	£42,792	£43,434	£23.80		
36	£45,361	£46,041	£25.23		
37	£46,718	£47,419	£25.98		
38	£49,553	£50,296	£27.56	grade 8	
39	£51,034	£51,800	£28.38	grade 9	9 £51,800 - £60,022
40	£52,560	£53,348	£29.23		
41	£54,131	£54,943	£30.11		
42	£55,750	£56,586	£31.01		
43	£57,418	£58,279	£31.93		
44	£59,135	£60,022	£32.89	grade 9	
45	£60,905	£61,819	£33.87		10 £61,819 minimum
46	£62,727	£63,668	£34.89	grade 10	
47	£63,667	£64,622	£35.41		
48	£64,619	£65,589	£35.94		
49	£65,588	£66,571	£36.48		
50	£66,567	£67,565	£37.02		
51	£67,564	£68,577	£37.58		
	contribution points				
	not included in the main scale - only used as contibution points				

GRADE 10							
Spinal point	August 2019	August 2021	Hourly Rate				
52	£68,574	£69,602	£38.14	grade 10		10	£61,819 minimum
53	£69,600	£70,644	£38.71				
54	£70,640	£71,700	£39.29				
55	£71,701	£72,776	£39.88				
56	£72,773	£73,865	£40.47				
57	£73,861	£74,969	£41.08				
58	£74,965	£76,089	£41.69				
59	£76,087	£77,228	£42.32				
60	£77,226	£78,385	£42.95				
61	£78,382	£79,558	£43.59				
62	£79,556	£80,749	£44.25				
63	£80,746	£81,957	£44.91				
64	£81,954	£83,183	£45.58				
65	£83,183	£84,431	£46.26				
66	£84,426	£85,692	£46.95				
67	£85,690	£86,975	£47.66				
68	£86,973	£88,278	£48.37				
69	£88,277	£89,601	£49.10				
70	£89,598	£90,942	£49.83				
71	£90,940	£92,304	£50.58				
72	£92,300	£93,685	£51.33				
73	£93,683	£95,088	£52.10				
74	£95,084	£96,510	£52.88				
75	£96,509	£97,957	£53.67				
76	£97,953	£99,423	£54.48				
77	£99,420	£100,911	£55.29				
78	£100,910	£102,423	£56.12				
79	£102,420	£103,956	£56.96				
80	£103,955	£105,515	£57.82				
81	£105,511	£107,093	£58.68				
82	£107,091	£108,697	£59.56				
83	£108,695	£110,325	£60.45				
84	£110,323	£111,977	£61.36				
85	£111,978	£113,657	£62.28				
86	£113,653	£115,358	£63.21				
87	£115,354	£117,085	£64.16				
88	£117,082	£118,839	£65.12				
89	£118,837	£120,619	£66.09				
90	£120,616	£122,425	£67.08				
91	£122,423	£124,260	£68.09				
92	£124,256	£126,120	£69.11				
93	£126,118	£128,010	£70.14				
94	£128,007	£129,927	£71.19				
95	£129,926	£131,874	£72.26				
96	£131,872	£133,850	£73.34				
97	£133,847	£135,854	£74.44				
98	£135,852	£137,889	£75.56				
99	£137,886	£139,955	£76.69				
100	£139,951	£142,050	£77.84				
101	£142,049	£144,180	£79.00				
102	£144,178	£146,340	£80.19				
103	£146,339	£148,534	£81.39				
104	£148,532	£150,760	£82.61				
105	£150,757	£153,018	£83.85				
106	£153,015	£155,310	£85.10				
107	£155,283	£157,612	£86.36				
108	£157,632	£159,997	£87.67				
109	£159,998	£162,398	£88.99				
110	£162,394	£164,830	£90.32				
111	£164,828	£167,300	£91.67				
112	£167,296	£169,805	£93.04				
113	£169,804	£172,351	£94.44				
114	£172,348	£174,933	£95.85				

Spinal point	August 2019	August 2021	Hourly Rate				
115	£174,931	£177,555	£97.29				
116	£177,552	£180,215	£98.75				
117	£180,214	£182,917	£100.23				
118	£182,915	£185,659	£101.73				
119	£185,657	£188,442	£103.26				
120	£188,440	£191,266	£104.80				
121	£191,262	£194,131	£106.37				
122	£194,130	£197,042	£107.97				
123	£197,037	£199,993	£109.59				
124	£199,992	£202,992	£111.23				
125	£202,992	£206,036	£112.90				
126	£206,036	£209,127	£114.59				
127	£209,127	£212,264	£116.31				
128	£212,264	£215,448	£118.05				
129	£215,448	£218,680	£119.82				
130	£218,680	£221,960	£121.62				
131	£221,960	£225,289	£123.45				
132	£225,289	£228,668	£125.30				
133	£228,668	£232,099	£127.18				
134	£232,099	£235,580	£129.08				
135	£235,580	£239,114	£131.02				
136	£239,114	£242,700	£132.99				
137	£242,700	£246,341	£134.98				
138	£246,341	£250,036	£137.01				
139	£250,036	£253,787	£139.06				
140	£253,787	£257,593	£141.15				
141	£257,593	£261,457	£143.26				
142	£261,457	£265,379	£145.41				
143	£265,379	£269,360	£147.59				
144	£269,360	£273,400	£149.81				
145	£273,400	£277,501	£152.06				
146	£277,501	£281,664	£154.34				
147	£281,664	£285,889	£156.65				
148	£285,889	£290,177	£159.00				
149	£290,177	£294,530	£161.39				
150	£294,530	£298,948	£163.81				