

Normal working hours rates - from 1 April 2024

Based upon a 35 hour week

Contribution Points

Rate p/hr	Spine Point	FTE Salary				
£38.9654	52	£70,917	Grade 9			
£37.8335	51	£68,857				
£36.7346	50	£66,857				
£35.6670	49	£64,914			5	
£34.6313	48	£63,029			4	
£33.6253	47	£61,198			3	
£32.6489	46	£59,421			2	
£31.7011	45	£57,696			1	
£30.7808	44	£56,021				
£29.8874	43	£54,395			7	
£29.0192	42	£52,815			6	
£28.1775	41	£51,283			5	
£27.3593	40	£49,794			4	
£26.5659	39	£48,350	Grade 7		3	
£25.8099	38	£46,974			2	
£25.0467	37	£45,585			1	
£24.3203	36	£44,263			7	
£23.6143	35	£42,978			6	
£22.9297	34	£41,732			5	
£22.2643	33	£40,521			4	
£21.6192	32	£39,347			3	
£20.9918	31	£38,205			2	
£20.3841	30	£37,099		1		
£19.7934	29	£36,024			8	
£19.2198	28	£34,980			7	
£18.6626	27	£33,966			6	
£18.1220	26	£32,982			5	
£17.7648	25	£32,332			4	
£17.2505	24	£31,396			3	
£16.7511	23	£30,487	Grade 5		2	
£16.2665	22	£29,605			1	
£15.8016	21	£28,759			5	
£15.3731	20	£27,979			4	
£14.9346	19	£27,181			3	
£14.5297	18	£26,444			2	
£14.1440	17	£25,742			1	
£13.8121	16	£25,138				
£13.4797	15	£24,533				4
£13.3231	14	£24,248			3	
£13.20	13	£24,024	Grade 3		2	
£13.05	12	£23,751			1	
£12.90	11	£23,478			4	
£12.75	10	£23,205			3	
£12.60	9	£22,932			2	
£12.45	8	£22,659		1	2	
£12.30	7	£22,386	Grade 1		1	
£12.15	6	£22,113			1	
£12.00		£21,840	Real Living Wage Rate (Minimum Casual Rate)			

Grade 8

Grade 6

Grade 4

Grade 2

*The rates shown to the left include the following temporary Real Living Wage Supplements

£0.1780
£0.3335
£0.4379
£0.5445
£0.6066
£0.6132
£0.6220
£0.6401

*From 1 April 2024 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. The supplement will ensure that staff on the lowest points are paid an hourly rate that is higher than the Real Living Wage Foundation hourly rate (currently £12) at appropriate incremental steps.

These supplements will be reviewed once the outcome of the national pay negotiations for 2024/25 is known and may be removed if the revised salary for the corresponding spine point is higher.