

## Normal working hours rates - from 1 August 2026

Based upon a 35 hour week

Contribution Points

| Rate p/hr | Spine Point | FTE Salary |                                             |   |  |
|-----------|-------------|------------|---------------------------------------------|---|--|
| £41.3086  | 52          | £75,182    | Grade 9                                     |   |  |
| £40.1082  | 51          | £72,997    |                                             |   |  |
| £38.9440  | 50          | £70,878    |                                             |   |  |
| £37.8115  | 49          | £68,817    |                                             | 5 |  |
| £36.7137  | 48          | £66,819    |                                             | 4 |  |
| £35.6473  | 47          | £64,878    |                                             | 3 |  |
| £34.6121  | 46          | £62,994    |                                             | 2 |  |
| £33.6071  | 45          | £61,165    |                                             | 1 |  |
| £32.6319  | 44          | £59,390    |                                             |   |  |
| £31.6846  | 43          | £57,666    |                                             |   |  |
| £30.7643  | 42          | £55,991    |                                             |   |  |
| £29.8720  | 41          | £54,367    |                                             |   |  |
| £29.0044  | 40          | £52,788    |                                             |   |  |
| £28.1637  | 39          | £51,258    | Grade 7                                     |   |  |
| £27.3615  | 38          | £49,798    |                                             |   |  |
| £26.5588  | 37          | £48,337    |                                             |   |  |
| £25.8077  | 36          | £46,970    |                                             | 7 |  |
| £25.0775  | 35          | £45,641    |                                             | 6 |  |
| £24.3692  | 34          | £44,352    |                                             | 5 |  |
| £23.6808  | 33          | £43,099    |                                             | 4 |  |
| £23.0137  | 32          | £41,885    |                                             | 3 |  |
| £22.3648  | 31          | £40,704    |                                             | 2 |  |
| £21.7363  | 30          | £39,560    |                                             | 1 |  |
| £21.1253  | 29          | £38,448    |                                             |   |  |
| £20.5324  | 28          | £37,369    |                                             |   |  |
| £19.9560  | 27          | £36,320    |                                             |   |  |
| £19.3967  | 26          | £35,302    |                                             |   |  |
| £19.0275  | 25          | £34,630    |                                             |   |  |
| £18.4956  | 24          | £33,662    |                                             |   |  |
| £17.9791  | 23          | £32,722    | Grade 5                                     |   |  |
| £17.5060  | 22          | £31,861    |                                             |   |  |
| £17.0253  | 21          | £30,986    |                                             | 5 |  |
| £16.5824  | 20          | £30,180    |                                             | 4 |  |
| £16.1286  | 19          | £29,354    |                                             | 3 |  |
| £15.7099  | 18          | £28,592    |                                             | 2 |  |
| £15.3104  | 17          | £27,865    |                                             | 1 |  |
| £14.97    | 16          | £27,241    |                                             |   |  |
| £14.65    | 15          | £26,663    |                                             |   |  |
| £14.50    | 14          | £26,390    |                                             |   |  |
| £14.35    | 13          | £26,117    | Grade 3                                     |   |  |
| £14.20    | 12          | £25,844    |                                             |   |  |
| £14.05    | 11          | £25,571    |                                             | 3 |  |
| £13.90    | 10          | £25,298    |                                             | 2 |  |
| £13.75    | 9           | £25,025    |                                             | 1 |  |
| £13.60    | 8           | £24,752    | Grade 1                                     |   |  |
| £13.45    | 7           | £24,479    |                                             | 1 |  |
| £13.45    |             | £24,479    | Real Living Wage Rate (Minimum Casual Rate) |   |  |

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

|         |
|---------|
| £0.0264 |
| £0.0385 |
| £0.1995 |
| £0.3654 |
| £0.4791 |
| £0.5940 |
| £0.6637 |
| £0.6000 |
| £0.4500 |

\* From 1 April 2026 a Real Living Wage supplement was applied to increase the hourly rate (and corresponding annual salary) for points 7 to 16 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 2026 and will be reviewed once the Living Wage Foundation hourly rate for 2026/27 is announced.