

**Normal working hours rates - from 1 August 2024**

Based upon a 35 hour week

Contribution Points

Rate p/hr	Spine Point	FTE Salary				
£39.4599	52	£71,817	Grade 9			
£38.3280	51	£69,757				
£37.2291	50	£67,757				
£36.1615	49	£65,814			5	
£35.1258	48	£63,929			4	
£34.1198	47	£62,098			3	
£33.1434	46	£60,321			2	
£32.1956	45	£58,596			1	
£31.2753	44	£56,921				
£30.3819	43	£55,295			7	
£29.5137	42	£53,715			6	
£28.6720	41	£52,183			5	
£27.8538	40	£50,694			4	
£27.0604	39	£49,250	Grade 7		3	
£26.3044	38	£47,874			2	
£25.5412	37	£46,485			1	
£24.8148	36	£45,163			7	
£24.1088	35	£43,878			6	
£23.4242	34	£42,632			5	
£22.7588	33	£41,421			4	
£22.1137	32	£40,247			3	
£21.4863	31	£39,105		2		
£20.8786	30	£37,999		1		
£20.2879	29	£36,924			8	
£19.7143	28	£35,880			7	
£19.1571	27	£34,866			6	
£18.6165	26	£33,882			5	
£18.2593	25	£33,232			4	
£17.7451	24	£32,296			3	
£17.2456	23	£31,387	Grade 5		2	
£16.7610	22	£30,505			1	
£16.2962	21	£29,659			5	
£15.8676	20	£28,879			4	
£15.4291	19	£28,081			3	
£15.0242	18	£27,344			2	
£14.6385	17	£26,642			1	
£14.3066	16	£26,038				
£13.9742	15	£25,433			4	
£13.8176	14	£25,148			3	
£13.5165	13	£24,600	Grade 3		2	
£13.2110	12	£24,044			1	
£12.9566	11	£23,581			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

£0.0500
£0.1121
£0.1187
£0.1275
£0.1456

\*From 1 April 2024 a Living Wage Supplement was applied to increase the hourly rate (and corresponding annual salary) for points 6 to 13 of our Pay Spine. The supplement ensured that staff on the lowest points were paid an hourly that is higher than the Living Wage Foundation hourly rate (currently £12) at appropriate incremental steps.

These supplements have been amended as a result of the revised national pay scale applicable from 1 August 2024 and have been reduced or removed accordingly.