

Normal working hours rates - from 1 April 2026

Based upon a 35 hour week

 Contribution Points

Rate p/hr	Spine Point	FTE Salary				
£40.4987	52	£73,708	Grade 9			
£39.3220	51	£71,566				
£38.1801	50	£69,488				
£37.0705	49	£67,468			5	
£35.9941	48	£65,509			4	
£34.9484	47	£63,606			3	
£33.9336	46	£61,759			2	
£32.9485	45	£59,966			1	
£31.9920	44	£58,225				
£31.0634	43	£56,535			7	
£30.1611	42	£54,893			6	
£29.2863	41	£53,301			5	
£28.4359	40	£51,753			4	
£27.6113	39	£50,253	Grade 7		3	
£26.8255	38	£48,822				2
£26.0381	37	£47,389				1
£25.3015	36	£46,049			7	
£24.5856	35	£44,746			6	
£23.8914	34	£43,482			5	
£23.2167	33	£42,254			4	
£22.5626	32	£41,064			3	
£21.9264	31	£39,906			2	
£21.3102	30	£38,784		1		
£20.7112	29	£37,694			8	
£20.1296	28	£36,636			7	
£19.5646	27	£35,608			6	
£19.0164	26	£34,610			5	
£18.6543	25	£33,951			4	
£18.1328	24	£33,002			3	
£17.6263	23	£32,080	Grade 5		2	
£17.1628	22	£31,236				1
£16.6914	21	£30,378			5	
£16.2569	20	£29,588			4	
£15.8123	19	£28,778			3	
£15.4017	18	£28,031			2	
£15.0105	17	£27,319			1	
£14.80	16	£26,936				
£14.65	15	£26,663				4
£14.50	14	£26,390			3	
£14.35	13	£26,117	Grade 3		2	
£14.20	12	£25,844				1
£14.05	11	£25,571			3	
£13.90	10	£25,298			2	
£13.75	9	£25,025			1	2
£13.60	8	£24,752		Grade 1		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*	
£0.1260	
£0.3130	
£0.3218	
£0.4771	
£0.6369	
£0.7449	
£0.8551	
£0.9201	
£0.9289	
£0.9399	

* 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 will be reviewed once the outcome of the national pay negotiations 2026/27 is known.