

Spinal Point 2018/19	Full Time Annual Salary	Spinal Point 2019/20	Full Time Annual Salary	Hourly Rate	% increase
6	£16,394	1 (n/a)	£17,364	£9.00	5.92%
7	£16,495				5.27%
8	£16,626	2	£17,711	£9.18	6.53%
9	£16,755				5.71%
10	£16,863	3	£18,065	£9.36	7.13%
11	£17,007				6.22%
12	£17,173	4	£18,426	£9.55	7.30%
13	£17,391				5.95%
14	£17,681	5	£18,795	£9.74	6.30%
15	£17,972				4.58%
16	£18,319	6	£19,171	£9.94	4.65%
17	£18,672				2.67%
18	£18,870	7	£19,554	£10.14	3.62%
19	£19,446	8	£19,945	£10.34	2.57%
20	£19,819	9	£20,344	£10.54	2.65%
New		10	£20,751	£10.76	
21	£20,541	11	£21,166	£10.97	3.04%
22	£21,074	12	£21,589	£11.19	2.44%
New		13	£22,021	£11.41	
23	£21,693	14	£22,462	£11.64	3.54%
24	£22,401	15	£22,911	£11.88	2.28%
New		16	£23,369	£12.11	
25	£23,111	17	£23,836	£12.35	3.14%
New		18	£24,313	£12.60	
26	£23,866	19	£24,799	£12.85	3.91%
27	£24,657	20	£25,295	£13.11	2.59%
New		21	£25,801	£13.37	
28	£25,463	22	£26,317	£13.64	3.35%
29	£26,470	23	£26,999	£13.99	2.00%
30	£27,358	24	£27,905	£14.46	2.00%
31	£28,221	25	£28,785	£14.92	2.00%
32	£29,055	26	£29,636	£15.36	2.00%
33	£29,909	27	£30,507	£15.81	2.00%
34	£30,756	28	£31,371	£16.26	2.00%
35	£31,401	29	£32,029	£16.60	2.00%
36	£32,233	30	£32,878	£17.04	2.00%
37	£33,136	31	£33,799	£17.52	2.00%
38	£34,106	32	£34,788	£18.03	2.00%
39	£35,229	33	£35,934	£18.63	2.00%
40	£36,153	34	£36,876	£19.11	2.00%
41	£37,107	35	£37,849	£19.62	2.00%
42	£38,052	36	£38,813	£20.12	2.00%
43	£39,002	37	£39,782	£20.62	2.00%
44	£39,961	38	£40,760	£21.13	2.00%
45	£40,858	39	£41,675	£21.60	2.00%
46	£41,846	40	£42,683	£22.12	2.00%
47	£42,806	41	£43,662	£22.63	2.00%
48	£43,757	42	£44,632	£23.13	2.00%
49	£44,697	43	£45,591	£23.63	2.00%

not used  
not used

Effective from 1 April 2018

Grade A		Grade D		Grade G		Grade J	
Spinal Point	Salary £	Spinal Point	Salary £	Spinal Point	Salary £	Spinal Point	Salary £
8	16,626	13	17,391	26	23,866	41	37,107
		14	17,681	27	24,657	42	38,052
		15	17,972	28	25,463	43	39,002
		16	18,319	29	26,470	44	39,961
		17	18,672	30	27,358	45	40,858
				31	28,221		
Grade B		Grade E		Grade H		Grade K	
Spinal Point	Salary £	Spinal Point	Salary £	Spinal Point	Salary £	Spinal Point	Salary £
8	16,626	17	18,672	31	28,221	45	40,858
9	16,755	18	18,870	32	29,055	46	41,848
10	16,863	19	19,446	33	29,909	47	42,806
		20	19,819	34	30,756	48	43,757
		21	20,541	35	31,401	49	44,697
				36	32,233		
Grade C		Grade F		Grade I			
Spinal Point	Salary £	Spinal Point	Salary £	Spinal Point	Salary £		
10	16,863	21	20,541	36	32,233		
11	17,007	22	21,074	37	33,136		
12	17,173	23	21,893	38	34,106		
13	17,391	24	22,401	39	35,229		
		25	23,111	40	36,153		
		26	23,866	41	37,107		



Option 2		not costed		Current		12 point range - risk of losers, very difficult to implement, pay modelling required						
						<a href="#">Pay Offer Link</a>						
JE Scores		Pay Grade		Spinal Point	pay scales 2018/19		JE Scores		pay scales 2019/2020			
					Full Time Annual Salary	Hourly Rate			Spinal Point	Full Time Annual Salary	Hourly Rate	
A = upto 249	Grade A			8	£16,626	£8.62	1 = upto 249	Grade A		2	£17,711	£9.18
B = 250-289		Grade B		8	£16,626	£8.62						
		Grade B		9	£16,755	£8.68						
		Grade B		10	£16,863	£8.74	2 = 250-294		Grade B	3	£18,065	£9.36
C = 290-326	Grade C			10	£16,863	£8.74						
	Grade C			11	£17,007	£8.82						
	Grade C			12	£17,173	£8.90						
	Grade C			13	£17,391	£9.01	3 = 295-326	Grade C		4	£18,426	£9.55
D = 327-357		Grade D		13	£17,391	£9.01						
		Grade D		14	£17,681	£9.16						
		Grade D		15	£17,972	£9.32	4 = 327-357		Grade D	5	£18,795	£9.74
		Grade D		16	£18,319	£9.50						
		Grade D		17	£18,672	£9.68			Grade D	6	£19,171	£9.94
E = 358-400	Grade E			17	£18,672	£9.68						
	Grade E			18	£18,870	£9.78	5 = 358-394	Grade E		7	£19,554	£10.14
	Grade E			19	£19,446	£10.08		Grade E		8	£19,945	£10.34
	Grade E			20	£19,819	£10.27		Grade E		9	£20,344	£10.54
								Grade E		10	£20,751	£10.76
	Grade E			21	£20,541	£10.65		Grade E		11	£21,166	£10.97
F = 401-444		Grade F		21	£20,541	£10.65	6 = 395-428		Grade F	11	£21,166	£10.97
		Grade F		22	£21,074	£10.92			Grade F	12	£21,589	£11.19
									Grade F	13	£22,021	£11.41
									Grade F	14	£22,462	£11.64
									Grade F	15	£22,911	£11.88
									Grade F	16	£23,369	£12.11
							7 = 429-465	Grade G		17	£23,836	£12.35
								Grade G		18	£24,313	£12.60
								Grade G		19	£24,799	£12.85
G = 445-481	Grade G			26	£23,866	£12.37		Grade G		19	£24,799	£12.85
	Grade G			27	£24,657	£12.78		Grade G		20	£25,295	£13.11
							8 = 466-508	Grade G	Grade H	21	£25,801	£13.37
	Grade G			28	£25,463	£13.20			Grade H	22	£26,317	£13.64
	Grade G			29	£26,470	£13.72			Grade H	23	£26,999	£13.99
	Grade G			30	£27,358	£14.18			Grade H	24	£27,905	£14.46
H = 482-527	Grade G	Grade H		31	£28,221	£14.63	9 = 509-542	Grade I	Grade H	25	£28,785	£14.92
		Grade H		32	£29,055	£15.06		Grade I		26	£29,636	£15.36
		Grade H		33	£29,909	£15.50		Grade I		27	£30,507	£15.81
		Grade H		34	£30,756	£15.94		Grade I		28	£31,371	£16.26
		Grade H		35	£31,401	£16.28		Grade I		29	£32,029	£16.60
I = 528-577	Grade I	Grade H		36	£32,233	£16.71	10 = 543-585	Grade I	Grade J	30	£32,878	£17.04
	Grade I			37	£33,136	£17.18			Grade J	31	£33,799	£17.52
	Grade I			38	£34,106	£17.68			Grade J	32	£34,788	£18.03
	Grade I			39	£35,229	£18.26			Grade J	33	£35,934	£18.63
	Grade I			40	£36,153	£18.74			Grade J	34	£36,876	£19.11
J = 578-627	Grade I	Grade J		41	£37,107	£19.23	11 = 586-627	Grade K	Grade J	35	£37,849	£19.62
		Grade J		42	£38,052	£19.72		Grade K		36	£38,813	£20.12
		Grade J		43	£39,002	£20.22		Grade K		37	£39,782	£20.62
		Grade J		44	£39,961	£20.71		Grade K		38	£40,760	£21.13
K = 628 +	Grade K	Grade J		45	£40,858	£21.18	12 = 628 +	Grade K	Grade L	39	£41,675	£21.60
	Grade K			46	£41,846	£21.69			Grade L	40	£42,683	£22.12
	Grade K			47	£42,806	£22.19			Grade L	41	£43,662	£22.63
	Grade K			48	£43,757	£22.68			Grade L	42	£44,632	£23.13
	Grade K			49	£44,697	£23.17			Grade L	43	£45,591	£23.63

Option 3		£388k		Current		Single point and part overlap - 3 point Grade D - do not use pt 13						
						<a href="#">Pay Offer Link</a>						
JE Scores		Pay Grade		Spinal Point	Full Time Annual Salary	Hourly Rate	pay scales 2018/19		pay scales 2019/2020			
JE Scores		Pay Grade		Spinal Point	Full Time Annual Salary	Hourly Rate	JE Scores	Pay Grade	Spinal Point	Full Time Annual Salary	Hourly Rate	
A = upto 249	Grade A			8	£16,626	£8.62	A = upto 249	Grade A		2	£17,711	£9.18
B = 250-289	Grade B			8	£16,626	£8.62						
				9	£16,755	£8.68						
				10	£16,863	£8.74	B = 250-289	Grade B		3	£18,065	£9.36
C = 290-326	Grade C			10	£16,863	£8.74						
				11	£17,007	£8.82						
				12	£17,173	£8.90						
				13	£17,391	£9.01	C = 290-326	Grade C		4	£18,426	£9.55
D = 327-357	Grade D			13	£17,391	£9.01						
				14	£17,681	£9.16						
				15	£17,972	£9.32	D = 327-357	Grade D		5	£18,795	£9.74
				16	£18,319	£9.50						
				17	£18,672	£9.68		Grade D		6	£19,171	£9.94
E = 358-400	Grade E			17	£18,672	£9.68		Grade D		7	£19,554	£10.14
				18	£18,870	£9.78						
				19	£19,446	£10.08	E = 358-400	Grade E		8	£19,945	£10.34
				20	£19,819	£10.27		Grade E		9	£20,344	£10.54
								Grade E		10	£20,751	£10.76
F = 401-444	Grade E			21	£20,541	£10.65		Grade E		11	£21,166	£10.97
				21	£20,541	£10.65						
				22	£21,074	£10.92		Grade E		12	£21,589	£11.19
								n/a		13	£22,021	£11.41
				23	£21,693	£11.24	F = 401-444	Grade F		14	£22,462	£11.64
				24	£22,401	£11.61		Grade F		15	£22,911	£11.88
								Grade F		16	£23,369	£12.11
				25	£23,111	£11.98		Grade F		17	£23,836	£12.35
								Grade F		18	£24,313	£12.60
				26	£23,866	£12.37		Grade F		19	£24,799	£12.85
G = 445-481	Grade G			26	£23,866	£12.37						
				27	£24,657	£12.78	G = 445-481	Grade G		20	£25,295	£13.11
								Grade G		21	£25,801	£13.37
				28	£25,463	£13.20		Grade G		22	£26,317	£13.64
				29	£26,470	£13.72		Grade G		23	£26,999	£13.99
				30	£27,358	£14.18		Grade G		24	£27,905	£14.46
H = 482-527	Grade H			31	£28,221	£14.63	H = 482-527	Grade G	Grade H	25	£28,785	£14.92
				32	£29,055	£15.06			Grade H	26	£29,636	£15.36
				33	£29,909	£15.50			Grade H	27	£30,507	£15.81
				34	£30,756	£15.94			Grade H	28	£31,371	£16.26
				35	£31,401	£16.28			Grade H	29	£32,029	£16.60
				36	£32,233	£16.71	I = 528-577	Grade I	Grade H	30	£32,878	£17.04
I = 528-577	Grade I			37	£33,136	£17.18		Grade I		31	£33,799	£17.52
				38	£34,106	£17.68		Grade I		32	£34,788	£18.03
				39	£35,229	£18.26		Grade I		33	£35,934	£18.63
				40	£36,153	£18.74		Grade I		34	£36,876	£19.11
				41	£37,107	£19.23	J = 578-627	Grade I	Grade J	35	£37,849	£19.62
J = 578-627	Grade J			42	£38,052	£19.72			Grade J	36	£38,813	£20.12
				43	£39,002	£20.22			Grade J	37	£39,782	£20.62
				44	£39,961	£20.71			Grade J	38	£40,760	£21.13
				45	£40,858	£21.18	K = 628 +	Grade K	Grade J	39	£41,675	£21.60
K = 628 +	Grade K			46	£41,846	£21.69		Grade K		40	£42,683	£22.12
				47	£42,806	£22.19		Grade K		41	£43,662	£22.63
				48	£43,757	£22.68		Grade K		42	£44,632	£23.13
				49	£44,697	£23.17		Grade K		43	£45,591	£23.63
								Grade K				

Option 4		£401k extra		Current		No Overlapping Grades, do not use pt 13				
						<a href="#">Pay Offer Link</a>				
pay scales 2018/19					pay scales 2019/2020					
JE Scores	Pay Grade	Spinal Point	Full Time Annual Salary	Hourly Rate	JE Scores	Pay Grade	Spinal Point	Full Time Annual Salary	Hourly Rate	
A = upto 249	Grade A	8	£16,626	£8.62	A = upto 249	Grade A	2	£17,711	£9.18	
B = 250-289	Grade B	8	£16,626	£8.62						
	Grade B	9	£16,755	£8.68						
C = 290-326	Grade B	10	£16,863	£8.74	B = 250-289	Grade B	3	£18,065	£9.36	
	Grade C	10	£16,863	£8.74						
	Grade C	11	£17,007	£8.82						
	Grade C	12	£17,173	£8.90						
D = 327-357	Grade C	13	£17,391	£9.01	C = 290-326	Grade C	4	£18,426	£9.55	
	Grade D	13	£17,391	£9.01						
	Grade D	14	£17,681	£9.16						
	Grade D	15	£17,972	£9.32	D = 327-357	Grade D	5	£18,795	£9.74	
	Grade D	16	£18,319	£9.50						
E = 358-400	Grade D	17	£18,672	£9.68		Grade D	6	£19,171	£9.94	
	Grade E	17	£18,672	£9.68						
	Grade E	18	£18,870	£9.78	E = 358-400	Grade E	7	£19,554	£10.14	
	Grade E	19	£19,446	£10.08		Grade E	8	£19,945	£10.34	
	Grade E	20	£19,819	£10.27		Grade E	9	£20,344	£10.54	
	Grade E	21	£20,541	£10.65		Grade E	10	£20,751	£10.76	
F = 401-444	Grade E	21	£20,541	£10.65		Grade E	11	£21,166	£10.97	
	Grade F	21	£20,541	£10.65		Grade E	12	£21,589	£11.19	
	Grade F	22	£21,074	£10.92						
						n/a	13	£22,021	£11.41	
	Grade F	23	£21,693	£11.24	F = 401-444	Grade F	14	£22,462	£11.64	
	Grade F	24	£22,401	£11.61		Grade F	15	£22,911	£11.88	
						Grade F	16	£23,369	£12.11	
	Grade F	25	£23,111	£11.98		Grade F	17	£23,836	£12.35	
G = 445-481						Grade F	18	£24,313	£12.60	
		Grade F	26	£23,866	£12.37		Grade F	19	£24,799	£12.85
	Grade G	26	£23,866	£12.37	G = 445-481	Grade G	20	£25,295	£13.11	
	Grade G	27	£24,657	£12.78		Grade G	21	£25,801	£13.37	
						Grade G	22	£26,317	£13.64	
	Grade G	28	£25,463	£13.20		Grade G	23	£26,999	£13.99	
	Grade G	29	£26,470	£13.72		Grade G	24	£27,905	£14.46	
	Grade G	30	£27,358	£14.18		Grade G	25	£28,785	£14.92	
	Grade G	31	£28,221	£14.63		Grade G				
		Grade H	31	£28,221	£14.63					
H = 482-527		Grade H	32	£29,055	£15.06	H = 482-527	Grade H	26	£29,636	£15.36
		Grade H	33	£29,909	£15.50		Grade H	27	£30,507	£15.81
		Grade H	34	£30,756	£15.94		Grade H	28	£31,371	£16.26
		Grade H	35	£31,401	£16.28		Grade H	29	£32,029	£16.60
		Grade H	36	£32,233	£16.71		Grade H	30	£32,878	£17.04
		Grade H	36	£32,233	£16.71					
I = 528-577	Grade I	36	£32,233	£16.71	I = 528-577	Grade I	31	£33,799	£17.52	
	Grade I	37	£33,136	£17.18		Grade I	32	£34,788	£18.03	
	Grade I	38	£34,106	£17.68		Grade I	33	£35,934	£18.63	
	Grade I	39	£35,229	£18.26		Grade I	34	£36,876	£19.11	
	Grade I	40	£36,153	£18.74		Grade I	35	£37,849	£19.62	
J = 578-627	Grade I	41	£37,107	£19.23		Grade I				
	Grade J	41	£37,107	£19.23	J = 578-627	Grade J	36	£38,813	£20.12	
	Grade J	42	£38,052	£19.72		Grade J	37	£39,782	£20.62	
	Grade J	43	£39,002	£20.22		Grade J	38	£40,760	£21.13	
	Grade J	44	£39,961	£20.71		Grade J	39	£41,675	£21.60	
K = 628 +	Grade J	45	£40,858	£21.18		Grade J				
	Grade K	45	£40,858	£21.18	K = 628 +	Grade K	40	£42,683	£22.12	
	Grade K	46	£41,846	£21.69		Grade K	41	£43,662	£22.63	
	Grade K	47	£42,806	£22.19		Grade K	42	£44,632	£23.13	
	Grade K	48	£43,757	£22.68		Grade K	43	£45,591	£23.63	
Grade K	49	£44,697	£23.17		Grade K					

Option 5		£388 k extra		Current		No Overlapping Grades, 3 point grade D, do not use pt 13				
						<a href="#">Pay Offer Link</a>				
pay scales 2018/19					pay scales 2019/2020					
JE Scores	Pay Grade	Spinal Point	Full Time Annual Salary	Hourly Rate	JE Scores	Pay Grade	Spinal Point	Full Time Annual Salary	Hourly Rate	
A = upto 249	Grade A	8	£16,626	£8.62	A = upto 249	Grade A	2	£17,711	£9.18	
B = 250-289	Grade B	8	£16,626	£8.62						
	Grade B	9	£16,755	£8.68						
C = 290-326	Grade B	10	£16,863	£8.74	B = 250-289	Grade B	3	£18,065	£9.36	
	Grade C	10	£16,863	£8.74						
	Grade C	11	£17,007	£8.82						
	Grade C	12	£17,173	£8.90						
D = 327-357	Grade C	13	£17,391	£9.01	C = 290-326	Grade C	4	£18,426	£9.55	
	Grade D	13	£17,391	£9.01						
	Grade D	14	£17,681	£9.16						
	Grade D	15	£17,972	£9.32	D = 327-357	Grade D	5	£18,795	£9.74	
	Grade D	16	£18,319	£9.50						
E = 358-400	Grade D	17	£18,672	£9.68		Grade D	6	£19,171	£9.94	
	Grade E	17	£18,672	£9.68		Grade D	7	£19,554	£10.14	
	Grade E	18	£18,870	£9.78						
	Grade E	19	£19,446	£10.08	E = 358-400	Grade E	8	£19,945	£10.34	
	Grade E	20	£19,819	£10.27		Grade E	9	£20,344	£10.54	
F = 401-444	Grade E	21	£20,541	£10.65		Grade E	10	£20,751	£10.76	
	Grade F	21	£20,541	£10.65		Grade E	11	£21,166	£10.97	
	Grade F	22	£21,074	£10.92		Grade E	12	£21,589	£11.19	
						n/a	13	£22,021	£11.41	
	Grade F	23	£21,693	£11.24	F = 401-444	Grade F	14	£22,462	£11.64	
	Grade F	24	£22,401	£11.61		Grade F	15	£22,911	£11.88	
						Grade F	16	£23,369	£12.11	
G = 445-481	Grade F	25	£23,111	£11.98		Grade F	17	£23,836	£12.35	
						Grade F	18	£24,313	£12.60	
	Grade F	26	£23,866	£12.37		Grade F	19	£24,799	£12.85	
	Grade G	26	£23,866	£12.37	G = 445-481	Grade G	20	£25,295	£13.11	
	Grade G	27	£24,657	£12.78		Grade G	21	£25,801	£13.37	
						Grade G	22	£26,317	£13.64	
	Grade G	28	£25,463	£13.20		Grade G	23	£26,999	£13.99	
	Grade G	29	£26,470	£13.72		Grade G	24	£27,905	£14.46	
	Grade G	30	£27,358	£14.18		Grade G	25	£28,785	£14.92	
	Grade G	31	£28,221	£14.63		Grade G				
H = 482-527	Grade H	31	£28,221	£14.63						
	Grade H	32	£29,055	£15.06	H = 482-527	Grade H	26	£29,636	£15.36	
	Grade H	33	£29,909	£15.50		Grade H	27	£30,507	£15.81	
	Grade H	34	£30,756	£15.94		Grade H	28	£31,371	£16.26	
	Grade H	35	£31,401	£16.28		Grade H	29	£32,029	£16.60	
	Grade H	36	£32,233	£16.71		Grade H	30	£32,878	£17.04	
I = 528-577	Grade I	36	£32,233	£16.71						
	Grade I	37	£33,136	£17.18	I = 528-577	Grade I	31	£33,799	£17.52	
	Grade I	38	£34,106	£17.68		Grade I	32	£34,788	£18.03	
	Grade I	39	£35,229	£18.26		Grade I	33	£35,934	£18.63	
	Grade I	40	£36,153	£18.74		Grade I	34	£36,876	£19.11	
J = 578-627	Grade I	41	£37,107	£19.23		Grade I	35	£37,849	£19.62	
	Grade J	41	£37,107	£19.23						
	Grade J	42	£38,052	£19.72	J = 578-627	Grade J	36	£38,813	£20.12	
	Grade J	43	£39,002	£20.22		Grade J	37	£39,782	£20.62	
	Grade J	44	£39,961	£20.71		Grade J	38	£40,760	£21.13	
K = 628 +	Grade J	45	£40,858	£21.18		Grade J	39	£41,675	£21.60	
	Grade K	45	£40,858	£21.18						
	Grade K	46	£41,846	£21.69	K = 628 +	Grade K	40	£42,683	£22.12	
	Grade K	47	£42,806	£22.19		Grade K	41	£43,662	£22.63	
	Grade K	48	£43,757	£22.68		Grade K	42	£44,632	£23.13	
Grade K	49	£44,697	£23.17		Grade K	43	£45,591	£23.63		