Spine Point	Grade	Grade	Spine Point	Casual Hourly Rate	Annual Leave @ 9.3%	Total Hourly Rate	% Increase to Scale
1	Grade 1		1	£ 8.49	£ 0.79	£ 9.28	2.43
2			2	£ 8.74	£ 0.81	£ 9.55	2.74
3			3	£ 8.97	£ 0.83	£ 9.80	2.67
4			4	£ 9.24	£ 0.86	£ 10.09	2.59
5		Grade 2	5	£ 9.64	£ 0.90	£ 10.54	2.48
6			6	£ 9.89	£ 0.92	£ 10.81	2.41
7			7	£ 10.19	£ 0.95	£ 11.14	2.34
8			8	£ 10.47	£ 0.97	£ 11.44	2.28
9	Grade 3		9	£ 10.83	£ 1.01	£ 11.84	2.20
10			10	£ 11.19	£ 1.04	£ 12.23	2.13
11			11	£ 11.56	£ 1.08	£ 12.64	2.00
12			12	£ 11.96	£ 1.11	£ 13.07	2.00
13		Grade 4	13	£ 12.44	£ 1.16	£ 13.59	2.00
14			14	£ 12.88	£ 1.20	£ 14.08	2.00
15			15	£ 13.34	£ 1.24	£ 14.58	2.00
16			16	£ 13.81	£ 1.28	£ 15.10	2.00
17	Grade 5		17	£ 14.31	£ 1.33	£ 15.64	2.00
18			18	£ 14.81	£ 1.38	£ 16.18	2.00
19			19	£ 15.34	£ 1.43	£ 16.77	2.00
20			20	£ 15.90	£ 1.48	£ 17.38	2.00
21			21	£ 16.47	£ 1.53	£ 18.00	2.00
22		Grade 6	22	£ 17.07	£ 1.59	£ 18.66	2.00
23			23	£ 17.69	£ 1.64	£ 19.33	2.00
24			24	£ 18.32	£ 1.70	£ 20.03	2.00
25			25	£ 19.29	£ 1.79	£ 21.09	2.00
26			26	£ 19.99	£ 1.86	£ 21.85	2.00
27			27	£ 20.71	£ 1.93	£ 22.64	2.00
28			28	£ 21.46	£ 2.00	£ 23.46	2.00
29			29	£ 22.36	£ 2.08	£ 24.44	2.00
30	Grade 7		30	£ 23.17	£ 2.16	£ 25.33	2.00
31			31	£ 24.01	£ 2.23	£ 26.25	2.00
32			32	£ 24.88	£ 2.31	£ 27.20	2.00
33			33	£ 25.79	£ 2.40	£ 28.18	2.00
34			34	£ 26.72	£ 2.48	£ 29.20	2.00
35			35	£ 27.69	£ 2.57	£ 30.26	2.00
36		Grade 8	36	£ 29.14	£ 2.71	£ 31.85	2.00
37			37	£ 30.19	£ 2.81	£ 33.00	2.00
38			38	£ 31.29	£ 2.91	£ 34.20	2.00
39			39	£ 32.42	£ 3.02	£ 35.44	2.00
40			40	£ 33.76	£ 3.14	£ 36.90	2.00