

Single Spine - 01 August 2025 - (All figures quoted are 1.0 FTE)

Apprentices

Age	Govt Min PH	Govt Min PA	RVC Rate PH	RVC Rate PA
Under 18 + 1st Year of apprenticeship	£7.55	£13,779	9.86	£18,000
18-20	£10.00	£18,250	£10.00	£18,250
21+	£12.21	£22,283	£12.21	£22,283

Young Workers

Age	Govt Min	Govt Min PA	RVC Rate PH	RVC Rate
Under 18	£7.55	£13,779	9.86	£18,000
18-20	£10.00	£18,250	£13.90	£25,368
21+	£12.21	£22,283	£13.90	£25,368

*Over 21 - rates paid according to the scale below based on job role/skills set etc

Spine Point	Grade	Spinal Salary	Spinal Salary	London Weighting	Total Salary	Spine Point	% Increase to Scale
						1	
						2	
						3	
4	Grade 1	£ 22,627		£4,065	£26,692	4	1.4
5			£ 23,226	£4,065	£27,291	5	1.4
6	Grade 2	£ 23,673		£4,065	£27,738	6	1.4
7			£ 24,251	£4,065	£28,316	7	1.4
8			£ 24,721	£4,065	£28,786	8	1.4
9	Grade 3	£ 25,264		£4,065	£29,329	9	1.4
10			£ 25,833	£4,065	£29,898	10	1.4
11			£ 26,255	£4,065	£30,320	11	1.4
12			£ 26,938	£4,065	£31,003	12	1.4
13	Grade 4	£ 27,865		£4,065	£31,930	13	1.4
14			£ 28,694	£4,065	£32,759	14	1.4
15	Grade 5	£ 29,494		£4,065	£33,559	15	1.4
16			£ 30,404	£4,065	£34,469	16	1.4
17			£ 31,246	£4,065	£35,311	17	1.4
18	Grade 6	£ 32,222		£4,065	£36,287	18	1.4
19			£ 33,284	£4,065	£37,349	19	1.4
20			£ 34,397	£4,065	£38,462	20	1.4
21			£ 35,243	£4,065	£39,308	21	1.4
22	Grade 7	£ 36,463	£ 36,463	£4,065	£40,528	22	1.4
23			£ 37,738	£4,065	£41,803	23	1.4
24			£ 39,061	£4,065	£43,126	24	1.4
25			£ 41,063	£4,065	£45,128	25	1.4
26			£ 42,507	£4,065	£46,572	26	1.4
27			£ 44,003	£4,065	£48,068	27	1.4
28			£ 45,554	£4,065	£49,619	28	1.4
29			£ 47,405	£4,065	£51,470	29	1.4
30	Grade 8	£ 49,123		£4,065	£53,188	30	1.4
31			£ 50,903	£4,065	£54,968	31	1.4
32		£ 52,746	£4,065	£56,811	32	1.4	
33		£ 54,658	£4,065	£58,723	33	1.4	
34		£ 56,636	£4,065	£60,701	34	1.4	
35		£ 58,687	£4,065	£62,752	35	1.4	
36		£ 61,758	£4,065	£65,823	36	1.4	
37		£ 63,998	£4,065	£68,063	37	1.4	
38		£ 66,318	£4,065	£70,383	38	1.4	
39		£ 68,723	£4,065	£72,788	39	1.4	
40		£ 71,566	£4,065	£75,631	40	1.4	

Grades 1 - 5 = SAUL Pension Scheme Membership

Grades 6 and above = USS Pension Scheme Membership