

The Single Spine pay spine is to be increased as at 1 August 2025, with increases applicable of 1.4% (compared to salaries as at 1 March 2025). Spinal points 1-10 have been greyed-out and are no longer in use.

Spinal Point	March 2025	August 2025	JNC Model	Career Pathway for Academics	RLW* Supplement	Total
1	-	-	Not Used	Not Used	-	-
2	-	-	Not Used	Not Used	-	-
3	-	-	Not Used	Not Used	-	-
4	-	-	Not Used	Not Used	-	-
5	-	-	Not Used	Not Used	-	-
6	-	-	Not Used	Not Used	-	-
7	£22,454	£22,768	Not Used	Not Used	-	-
8	£22,743	£23,061	Not Used	Not Used	-	-
9	£23,028	£23,350	Not Used	Not Used	-	-
10	£23,414	£23,742	Not Used	Not Used	-	-
11	£23,881	£24,215	Grade 2		£27	£24,242
12	£24,344	£24,685	2 Cont Zone	Grade 3		
13	£24,900	£25,249				
14	£25,448	£25,804	Grade 4	3 Cont Zone		
15	£25,733	£26,093				
16	£26,338	£26,707				
17	£26,942	£27,319	4 Cont Zone	Grade 5		
18	£27,644	£28,031				
19	£28,381	£28,778				
20	£29,179	£29,588				
21	£29,959	£30,378				
22	£30,805	£31,236				
23	£31,637	£32,080	Grade 6	5 Cont Zone	AC1	
24	£32,546	£33,002				
25	£33,482	£33,951				
26	£34,132	£34,610				
27	£35,116	£35,608				
28	£36,130	£36,636				
29	£37,174	£37,694				
30	£38,249	£38,784				
31	£39,355	£39,906	6 Cont Zone	Grade 7	AC1 Cont Zone	AC2
32	£40,497	£41,064				
33	£41,671	£42,254				
34	£42,882	£43,482				
35	£44,128	£44,746				
36	£45,413	£46,049	Grade 8	7 Cont Zone	AC3	AC2 Cont Zone
37	£46,735	£47,389				
38	£48,149	£48,822				
39	£49,559	£50,253				
40	£51,039	£51,753				
41	£52,566	£53,301				
42	£54,136	£54,893				
43	£55,755	£56,535				
44	£57,422	£58,225				
45	£59,139	£59,966	8 Cont Zone	Grade 9	AC3 Cont Zone	AC4
46	£60,907	£61,759				
47	£62,728	£63,606				
48	£64,605	£65,509				
49	£66,537	£67,468				
50	£68,529	£69,488				
51	£70,579	£71,566	Grade 10	9 Cont Zone	AC5	AC4 Cont Zone
52	£72,690	£73,708				
53	£74,868	£75,917				

* The Real Living Wage (RLW) has been paid to all employees since 1 August 2018.

