

IMPERIAL

From 4 August 2025

Spine Point	Full-time annual salary (5 August 2024)	Full-time annual salary (4 August 2025)	Grade			Pay rates			
						Basic Hourly Rate	Holiday Pay Rate	Total Hourly Rate	
52	£84,266	£85,952				Level 6 minimum	£47.23	£5.70	£52.93
51	£81,931	£83,570					£45.92	£5.54	£51.46
50	£79,751	£81,346					£44.70	£5.39	£50.09
49	£77,703	£79,257				Level 5	£43.55	£5.25	£48.80
48	£75,634	£77,146					£42.39	£5.11	£47.50
47	£73,644	£75,117					£41.27	£4.98	£46.25
46	£71,693	£73,126					£40.18	£4.85	£45.03
45	£69,799	£71,195					£39.12	£4.72	£43.84
44	£68,005	£69,365					£38.11	£4.60	£42.71
43	£66,232	£67,557					£37.12	£4.48	£41.60
42	£64,483	£65,773					£36.14	£4.36	£40.50
41	£62,856	£64,113			Level 4		£35.23	£4.25	£39.48
40	£61,227	£62,452					£34.31	£4.15	£38.46
39	£59,658	£60,851					£33.43	£4.04	£37.47
38	£58,114	£59,277				£32.57	£3.93	£36.50	
37	£56,652	£57,785				£31.75	£3.83	£35.58	
36	£55,240	£56,345		Level 3b			£30.96	£3.73	£34.69
35	£53,840	£54,917					£30.17	£3.65	£33.82
34	£52,509	£53,559					£29.43	£3.55	£32.98
33	£51,220	£52,245					£28.71	£3.46	£32.17
32	£50,039	£51,040					£28.04	£3.39	£31.43
31	£48,865	£49,842					£27.39	£3.30	£30.69
30	£47,799	£48,755					£26.79	£3.23	£30.02
29	£46,744	£47,679					£26.20	£3.16	£29.36
28	£45,700	£46,614					£25.61	£3.09	£28.70
27	£44,722	£45,616	Level 3a				£25.06	£3.03	£28.09
26	£43,711	£44,585				£24.50	£2.95	£27.45	
25	£42,792	£43,648				£23.98	£2.90	£26.88	
24	£41,917	£42,755					£23.49	£2.84	£26.33
23	£41,032	£41,853				£23.00	£2.77	£25.77	
22	£40,201	£41,005				£22.53	£2.72	£25.25	
21	£39,379	£40,166			Level 2b		£22.07	£2.66	£24.73
20	£38,578	£39,350				£21.62	£2.61	£24.23	
19	£37,853	£38,610				£21.21	£2.56	£23.77	
18	£37,085	£37,827				£20.78	£2.51	£23.29	
17	£36,381	£37,108				£20.39	£2.46	£22.85	
16	£35,719	£36,434				£20.02	£2.41	£22.43	
15	£35,058	£35,759		Level 2a		£19.65	£2.37	£22.02	
14	£34,397	£35,085				£19.28	£2.32	£21.60	
13	£33,810	£34,487				£18.95	£2.29	£21.24	
12	£33,223	£33,888				£17.61	£2.13	£19.74	
11	£32,657	£33,310		Level 1b		£17.31	£2.09	£19.40	
10	£32,071	£32,713				£17.00	£2.05	£19.05	
9	£31,548	£32,179				£16.73	£2.01	£18.74	
8	£31,005	£31,625				£16.44	£1.98	£18.42	
7	£30,504	£31,114				£16.17	£1.95	£18.12	
6	£30,013	£30,613				£15.91	£1.92	£17.83	
5	£29,586	£30,177				£15.68	£1.90	£17.58	
4	29148	29148					£15.15	£1.83	£16.98
3	£29,129	£29,711	Level 1a				£15.44	£1.87	£17.31
2	£28,831	£29,407				£15.28	£1.85	£17.13	
1	£28,627	£29,199				£15.18	£1.83	£17.01	

£12.21 £1.47 £13.68
National Minimum Wage rate wef 01-Apr-25