

Payscale for Agency Workers

with effect from August 2026

| Spine Point | Full-time<br>annual salary<br>August 2025 | Full-time<br>annual salary<br>August 2026 | Grade    |  |          |                    | Less than 13 weeks |                  |                   | More than 13 weeks |                  |                   |
|-------------|-------------------------------------------|-------------------------------------------|----------|--|----------|--------------------|--------------------|------------------|-------------------|--------------------|------------------|-------------------|
|             |                                           |                                           |          |  |          |                    | Basic Hourly Rate  | Holiday Pay Rate | Total Hourly Rate | Basic Hourly Rate  | Holiday Pay Rate | Total Hourly Rate |
|             |                                           |                                           |          |  |          |                    |                    |                  |                   |                    |                  |                   |
| 52          | £85,952                                   | £88,961                                   |          |  |          | Level 6<br>minimum | £48.88             | £5.90            | £54.78            | £48.88             | £8.63            | £57.51            |
| 51          | £83,570                                   | £86,495                                   |          |  |          |                    | £47.52             | £5.74            | £53.26            | £47.52             | £8.39            | £55.91            |
| 50          | £81,346                                   | £84,194                                   |          |  |          |                    | £46.26             | £5.58            | £51.84            | £46.26             | £8.16            | £54.42            |
| 49          | £79,257                                   | £82,031                                   |          |  |          | Level 5            | £45.07             | £5.44            | £50.51            | £45.07             | £7.96            | £53.03            |
| 48          | £77,146                                   | £79,847                                   |          |  |          |                    | £43.87             | £5.30            | £49.17            | £43.87             | £7.74            | £51.61            |
| 47          | £75,117                                   | £77,747                                   |          |  |          |                    | £42.72             | £5.15            | £47.87            | £42.72             | £7.54            | £50.26            |
| 46          | £73,126                                   | £75,686                                   |          |  |          |                    | £41.59             | £5.01            | £46.60            | £41.58             | £7.34            | £48.92            |
| 45          | £71,195                                   | £73,687                                   |          |  |          |                    | £40.49             | £4.88            | £45.37            | £40.49             | £7.14            | £47.63            |
| 44          | £69,365                                   | £71,793                                   |          |  |          | Level 4            | £39.45             | £4.76            | £44.21            | £39.45             | £6.96            | £46.41            |
| 43          | £67,557                                   | £69,922                                   |          |  |          |                    | £38.42             | £4.64            | £43.06            | £38.42             | £6.78            | £45.20            |
| 42          | £65,773                                   | £68,076                                   |          |  |          |                    | £37.40             | £4.52            | £41.92            | £37.40             | £6.61            | £44.01            |
| 41          | £64,113                                   | £66,357                                   |          |  |          |                    | £36.46             | £4.40            | £40.86            | £36.46             | £6.43            | £42.89            |
| 40          | £62,452                                   | £64,638                                   |          |  |          |                    | £35.52             | £4.28            | £39.80            | £35.51             | £6.27            | £41.78            |
| 39          | £60,851                                   | £62,981                                   |          |  |          |                    | £34.60             | £4.18            | £38.78            | £34.60             | £6.11            | £40.71            |
| 38          | £59,277                                   | £61,352                                   |          |  |          |                    | £33.71             | £4.07            | £37.78            | £33.71             | £5.95            | £39.66            |
| 37          | £57,785                                   | £59,808                                   |          |  |          |                    | £32.86             | £3.97            | £36.83            | £32.86             | £5.80            | £38.66            |
| 36          | £56,345                                   | £58,318                                   |          |  |          |                    | £32.04             | £3.87            | £35.91            | £32.04             | £5.66            | £37.70            |
| 35          | £54,917                                   | £56,840                                   |          |  |          |                    | £31.23             | £3.77            | £35.00            | £31.23             | £5.51            | £36.74            |
| 34          | £53,559                                   | £55,434                                   |          |  |          |                    | £30.46             | £3.67            | £34.13            | £30.46             | £5.37            | £35.83            |
| 33          | £52,245                                   | £54,074                                   |          |  |          |                    | £29.71             | £3.59            | £33.30            | £29.71             | £5.24            | £34.95            |
| 32          | £51,040                                   | £52,827                                   |          |  | Level 3b |                    | £29.03             | £3.50            | £32.53            | £29.03             | £5.12            | £34.15            |
| 31          | £49,842                                   | £51,587                                   |          |  |          |                    | £28.34             | £3.43            | £31.77            | £28.34             | £5.01            | £33.35            |
| 30          | £48,755                                   | £50,462                                   |          |  |          |                    | £27.73             | £3.34            | £31.07            | £27.73             | £4.89            | £32.62            |
| 29          | £47,679                                   | £49,348                                   |          |  |          |                    | £27.11             | £3.28            | £30.39            | £27.11             | £4.79            | £31.90            |
| 28          | £46,614                                   | £48,246                                   |          |  |          |                    | £26.51             | £3.20            | £29.71            | £26.51             | £4.68            | £31.19            |
| 27          | £45,616                                   | £47,213                                   |          |  |          |                    | £25.94             | £3.13            | £29.07            | £25.94             | £4.58            | £30.52            |
| 26          | £44,585                                   | £46,146                                   |          |  |          |                    | £25.35             | £3.07            | £28.42            | £25.35             | £4.48            | £29.83            |
| 25          | £43,648                                   | £45,176                                   |          |  |          |                    | £24.82             | £3.00            | £27.82            | £24.82             | £4.38            | £29.20            |
| 24          | £42,755                                   | £44,255                                   |          |  |          |                    | £24.32             | £2.93            | £27.25            | £24.32             | £4.29            | £28.61            |
| 23          | £41,853                                   | £43,353                                   |          |  |          |                    | £23.82             | £2.88            | £26.70            | £23.82             | £4.20            | £28.02            |
| 22          | £41,005                                   | £42,505                                   |          |  |          |                    | £23.35             | £2.82            | £26.17            | £23.35             | £4.13            | £27.48            |
| 21          | £40,166                                   | £41,666                                   |          |  |          |                    | £22.89             | £2.77            | £25.66            | £22.89             | £4.04            | £26.93            |
| 20          | £39,350                                   | £40,850                                   |          |  |          |                    | £22.44             | £2.71            | £25.15            | £22.44             | £3.97            | £26.41            |
| 19          | £38,610                                   | £40,110                                   |          |  |          | Level 2b           | £22.04             | £2.66            | £24.70            | £22.04             | £3.89            | £25.93            |
| 18          | £37,827                                   | £39,327                                   |          |  |          |                    | £21.61             | £2.61            | £24.22            | £21.61             | £3.81            | £25.42            |
| 17          | £37,108                                   | £38,608                                   |          |  |          |                    | £21.21             | £2.56            | £23.77            | £21.21             | £3.75            | £24.96            |
| 16          | £36,434                                   | £37,934                                   |          |  |          |                    | £20.84             | £2.52            | £23.36            | £20.84             | £3.68            | £24.52            |
| 15          | £35,759                                   | £37,259                                   |          |  |          | Level 2a           | £20.47             | £2.47            | £22.94            | £20.47             | £3.61            | £24.08            |
| 14          | £35,085                                   | £36,585                                   |          |  |          |                    | £20.10             | £2.43            | £22.53            | £20.10             | £3.55            | £23.65            |
| 13          | £34,487                                   | £35,987                                   |          |  |          |                    | £19.77             | £2.39            | £22.16            | £19.77             | £3.49            | £23.26            |
| 12          | £33,888                                   | £35,388                                   |          |  |          |                    | £18.39             | £2.22            | £20.61            | £18.39             | £3.25            | £21.64            |
| 11          | £33,310                                   | £34,810                                   |          |  |          |                    | £18.09             | £2.19            | £20.28            | £18.09             | £3.20            | £21.29            |
| 10          | £32,713                                   | £34,213                                   |          |  | Level 1b |                    | £17.78             | £2.15            | £19.93            | £17.78             | £3.14            | £20.92            |
| 9           | £32,179                                   | £33,679                                   |          |  |          |                    | £17.50             | £2.12            | £19.62            | £17.50             | £3.09            | £20.59            |
| 8           | £31,625                                   | £33,125                                   |          |  |          |                    | £17.22             | £2.07            | £19.29            | £17.22             | £3.03            | £20.25            |
| 7           | £31,114                                   | £32,614                                   |          |  |          |                    | £16.95             | £2.05            | £19.00            | £16.95             | £2.99            | £19.94            |
| 6           | £30,613                                   | £32,113                                   |          |  |          |                    | £16.69             | £2.02            | £18.71            | £16.69             | £2.95            | £19.64            |
| 5           | £30,177                                   | £31,677                                   |          |  |          |                    | £16.46             | £1.99            | £18.45            | £16.46             | £2.91            | £19.37            |
| 4           | £29,731                                   | £31,231                                   |          |  |          |                    | £16.23             | £1.96            | £18.19            | £16.23             | £2.87            | £19.10            |
| 3           | £29,711                                   | £31,211                                   |          |  |          |                    | £16.22             | £1.96            | £18.18            | £16.22             | £2.86            | £19.08            |
| 2           | £29,407                                   | £30,907                                   | Level 1a |  |          |                    | £16.06             | £1.94            | £18.00            | £16.06             | £2.84            | £18.90            |
| 1           | £29,199                                   | £30,699                                   |          |  |          |                    | £15.96             | £1.92            | £17.88            | £15.96             | £2.81            | £18.77            |

£12.71

£1.53

£14.24

£15.32

£1.85

£17.17

National Minimum Wage rate wef 01-Apr-26

Imperial Worker rate wef 01-Aug-26