



| Pay Code | Spine Point | Grade Structure Increment Ranges | Salary (£) | Total Cost including NI & Pension on-costs |        |        |        |        |        |
|----------|-------------|----------------------------------|------------|--|--------|--------|--------|--------|--------|
|          |             |                                  |            | None                                       | UPAS   | USS    | TPS    | BUJP   |        |
| S051     | 51          |                                  | 70,579     | 80,416                                     | 85,180 | 90,650 | 97,129 | 86,062 |        |
| S050     | 50          |                                  | 68,529     | 78,058                                     | 82,684 | 87,995 | 94,286 | 83,541 |        |
| S049     | 49          |                                  | 66,537     | 75,768                                     | 80,259 | 85,415 | 91,524 | 81,091 |        |
| S048     | 48          | Grade 9                          | 64,605     | 73,545                                     | 77,906 | 82,913 | 88,844 | 78,714 |        |
| S047     | 47          |                                  | 62,728     | 71,387                                     | 75,621 | 80,483 | 86,241 | 76,405 |        |
| S045     | 45          |                                  | 59,139     | 67,260                                     | 71,252 | 75,835 | 81,264 | 71,991 |        |
| S044     | 44          |                                  | 57,422     | 65,285                                     | 69,161 | 73,611 | 78,883 | 69,879 |        |
| S043     | 43          |                                  | 55,755     | 63,368                                     | 67,132 | 71,453 | 76,571 | 67,828 |        |
| S042     | 42          | Grade 8                          | 54,136     | 61,506                                     | 65,161 | 69,356 | 74,326 | 65,837 |        |
| S041     | 41          |                                  | 52,566     | 59,701                                     | 63,249 | 67,323 | 72,149 | 63,906 |        |
| S040     | 40          |                                  | 51,039     | 57,945                                     | 61,390 | 65,345 | 70,031 | 62,028 |        |
| S039     | 39          |                                  | 49,559     | 56,243                                     | 59,588 | 63,429 | 67,978 | 60,207 |        |
| S038     | 38          |                                  | 48,149     | 54,621                                     | 57,871 | 61,603 | 66,023 | 58,473 |        |
| S037     | 37          |                                  | 46,735     | 52,995                                     | 56,150 | 59,772 | 64,062 | 56,734 |        |
| S036     | 36          | Grade 7                          | 45,413     | 51,475                                     | 54,540 | 58,060 | 62,229 | 55,108 |        |
| S034     | 34          |                                  | 42,882     | 48,564                                     | 51,459 | 54,782 | 58,719 | 51,995 |        |
| S032     | 32          |                                  | 40,497     | 45,822                                     | 48,555 | 51,694 | 55,411 | 49,061 |        |
| S030     | * 30        |                                  | 38,249     | 43,236                                     | 45,818 | 48,782 | 52,294 | 46,296 |        |
| S029     | 29          | Grade 6                          | 37,174     | 42,000                                     | 44,509 | 47,390 | 50,803 | 44,974 |        |
| S028     | 28          |                                  | 36,130     | 40,800                                     | 43,238 | 46,038 | 49,355 | 43,690 |        |
| S026     | 26          |                                  | 34,132     | 38,502                                     | 40,806 | 43,451 | 46,584 | 41,232 |        |
| S025     | 25          |                                  | 33,482     | 37,754                                     | 40,014 | 42,609 | 45,683 | 40,433 |        |
| S024     | 24          |                                  | 32,546     | 36,678                                     | 38,875 | 41,397 | 44,385 | 39,282 |        |
| S022     | 22          |                                  | 30,805     | 34,676                                     | 36,755 | 39,142 | 41,970 | 37,140 |        |
| S021     | 21          | Grade 5                          | 29,959     | 33,703                                     | 35,725 | 38,047 | 40,797 | 36,100 |        |
| S020     | 20          |                                  | 29,179     | 32,806                                     | 34,775 | 37,037 | 39,715 | 35,140 |        |
| S019     | 19          |                                  | 28,381     | 31,888                                     | 33,804 | 36,003 | 38,609 | 34,159 |        |
| S018     | 18          |                                  | 27,644     | 31,041                                     | 32,907 | 35,049 | 37,587 | 33,252 |        |
| S017     | 17          |                                  | 26,942     | 30,233                                     | 32,052 | 34,140 | 36,613 | 32,389 |        |
| S016     | 16          | Grade 4                          | 26,338     | 29,539                                     | 31,317 | 33,358 | 35,776 | 31,646 |        |
| S015     | 15          |                                  | 25,733     | 28,843                                     | 30,580 | 32,574 | 34,937 | 30,902 |        |
| S014     | 14          |                                  | 25,448     | 28,515                                     | 30,233 | 32,205 | 34,541 | 30,551 |        |
| S013     | 13          |                                  | 24,900     | 27,885                                     | 29,566 | 31,496 | 33,781 | 29,877 |        |
| S012     | 12          |                                  | 24,334     | 27,234                                     | 28,877 | 30,763 | 32,996 | 29,181 |        |
| S011     | 11          | Grade 3                          | 24,023     | 26,876                                     | 28,498 | 30,360 | 32,565 | 28,798 |        |
| S010     | 10          |                                  | 24,023     | 26,876                                     | 28,498 | 30,360 | 32,565 | 28,798 |        |
| S009     | 9           |                                  | 24,023     | 26,876                                     | 28,498 | 30,360 | 32,565 | 28,798 |        |
| S008     | 8           |                                  | 24,023     | 26,876                                     | 28,498 | 30,360 | 32,565 | 28,798 |        |
| S007     | 7           |                                  | 24,023     | 26,876                                     | 28,498 | 30,360 | 32,565 | 28,798 |        |
| S006     | 6           |                                  | 24,023     | 26,876                                     | 28,498 | 30,360 | 32,565 | 28,798 |        |
| S005     | 5           | Grade 1                          | Grade 2    | 24,023                                     | 26,876 | 28,498 | 30,360 | 32,565 | 28,798 |

\* Normal starting point for academic, professional & managerial staff

\* Spine point 5 to 11 is equivalent to the National Living Wage

= Discretionary Points

Normal Increment Date - 01 August