

Grade	Spinal Column Point	Annual salary (37 hour week)	Flat rate offer	% increase offer	Real terms pay cut (RPI at 12.3%)
1	1	£18,333	£1,925	10.50%	-£365
2	2	£18,516	£1,925	10.40%	-£388
	3	£18,887	£1,925	10.19%	-£439
3	3	£18,887	£1,925	10.19%	-£439
	4	£19,264	£1,925	9.99%	-£489
4	5	£19,650	£1,925	9.80%	-£539
	6	£20,043	£1,925	9.60%	-£593
5	7	£20,444	£1,925	9.42%	-£644
	8	£20,852	£1,925	9.23%	-£699
6	9	£21,269	£1,925	9.05%	-£754
	11	£22,129	£1,925	8.70%	-£866
	12	£22,571	£1,925	8.53%	-£923
7	14	£23,484	£1,925	8.20%	-£1,042
	15	£23,953	£1,925	8.04%	-£1,102
	17	£24,920	£1,925	7.72%	-£1,230
	19	£25,927	£1,925	7.42%	-£1,359
8	20	£26,446	£1,925	7.28%	-£1,424
	22	£27,514	£1,925	7.00%	-£1,560
	23	£28,226	£1,925	6.82%	-£1,652
	24	£29,174	£1,925	6.60%	-£1,773
9	25	£30,095	£1,925	6.40%	-£1,889
	26	£30,984	£1,925	6.21%	-£2,004
	27	£31,895	£1,925	6.04%	-£2,117
	28	£32,798	£1,925	5.87%	-£2,233
10	29	£33,486	£1,925	5.75%	-£2,319
	30	£34,373	£1,925	5.60%	-£2,432
	31	£35,336	£1,925	5.45%	-£2,552
	32	£36,371	£1,925	5.29%	-£2,685
11	33	£37,568	£1,925	5.12%	-£2,836
	34	£38,553	£1,925	4.99%	-£2,959
	35	£39,571	£1,925	4.86%	-£3,087
	36	£40,578	£1,925	4.74%	-£3,213
12	37	£41,591	£1,925	4.63%	-£3,338
	38	£42,614	£1,925	4.52%	-£3,465
	39	£43,570	£1,925	4.42%	-£3,585
	40	£44,624	£1,925	4.31%	-£3,719
12a	37	£41,591	£1,925	4.63%	-£3,338
	38	£42,614	£1,925	4.52%	-£3,465
	39	£43,570	£1,925	4.42%	-£3,585
	40	£44,624	£1,925	4.31%	-£3,719
	41	£45,648	£1,925	4.22%	-£3,844
	42	£46,662	£1,925	4.13%	-£3,970
For LSI only	43	£47,665	£1,925	4.04%	-£4,096