Spinal Point Assimilation 2018/19 to 2019/20

Spinal Point 2018/19	Full Time Annual Salary	Spinal Point 2019/20	Full Time Annual Salary	Hourly Rate	% increase
6	£16,394	4 (n/a)		£9.00	5.92% not u
7	£16,495	1 (n/a)	£17,364	19.00	5.27% not u
8	£16,626		017.711	00.40	6.53%
9	£16,755	2	£17,711	£9.18	5.71%
10	£16,863		040.005	20.00	7.13%
11	£17,007	3	£18,065	£9.36	6.22%
12	£17,173	1 .	212.122		7.30%
13	£17,391	4	£18,426	£9.55	5.95%
14	£17,681	1 _			6.30%
15	£17,972	5	£18,795	£9.74	4.58%
16	£18,319				4.65%
17	£18,672	6	£19,171	£9.94	2.67%
18	£18,870	7	£19,554	£10.14	3.62%
19	£19,446	8	£19,945	£10.34	2.57%
20	£19,819	9	£20,344	£10.54	2.65%
New	2.2,2.0	10	£20,751	£10.76	2.03/0
21	£20,541	11	£21,166	£10.97	3.04%
22	£21,074	12	£21,589	£11.19	2.44%
New	221,071	13	£22,021	£11.41	2.44/0
23	£21,693	14	£22,462	£11.64	2.540/
24	£22,401	15	£22,911	£11.88	3.54%
New	222,401	16	£23,369	£12.11	2.28%
25	£23,111	17	£23,836	£12.35	2.444
	123,111	18			3.14%
New	000 000		£24,313	£12.60	
26	£23,866	19	£24,799	£12.85	3.91%
27	£24,657	20	£25,295	£13.11	2.59%
New		21	£25,801	£13.37	
28	£25,463	22	£26,317	£13.64	3.35%
29	£26,470	23	£26,999	£13.99	2.00%
30	£27,358	24	£27,905	£14.46	2.00%
31	£28,221	25	£28,785	£14.92	2.00%
32	£29,055	26	£29,636	£15.36	2.00%
33	£29,909	27	£30,507	£15.81	2.00%
34	£30,756	28	£31,371	£16.26	2.00%
35	£31,401	29	£32,029	£16.60	2.00%
36	£32,233	30	£32,878	£17.04	2.00%
37	£33,136	31	£33,799	£17.52	2.00%
38	£34,106	32	£34,788	£18.03	2.00%
39	£35,229	33	£35,934	£18.63	2.00%
40	£36,153	34	£36,876	£19.11	2.00%
41	£37,107	35	£37,849	£19.62	2.00%
42	£38,052	36	£38,813	£20.12	2.00%
43	£39,002	37	£39,782	£20.62	2.00%
44	£39,961	38	£40,760	£21.13	2.00%
45	£40,858	39	£41,675	£21.60	2.00%
46	£41,846	40	£42,683	£22.12	2.00%
47	£42,806	41	£43,662	£22.63	2.00%
48	£43,757	42	£44,632	£23.13	
49	£44,697	43	£45,591	£23.63	2.00%

Appendix B1

		=	ffective from	1 1 April 201	0		100
Grad	de A	Grad	de D	Grad	de G	Gra	de J
	Salary	Spinal	Salary	Spinal	Salary	Spinal	Salary
Point	£	Point	£	Point	2	Point	£
1 01111	~	13	17,391	26	23,866	41	37,107
8	16,626	14	17,681	27	24,657	42	38,052
	10,020	15	17,972	28	25,463	43	39,002
Con	de B	16	18,319	29	26,470	44	39,961
Spinal	Salary	17	18,672	30	27,358	45	40,858
	E		10,072	31	28,221		
Point	- L	Gra	de E		AUI Za	Gra	de K
8	16.626	Spinal	Salary	Grad	de H	Spinal	Salary
9	16,755	Point	£	Spinal	Salary	Point	3
10	16,863	17	18,672	Point	£	45	40.858
10	10,003	18	18.870	31	28,221	48	41,848
-	de C	19	19,446	32	29,055	47	42,808
	Marie Control of the	20	19.819	33	29,909	48	43,757
Charles and the Control of the Contr	Salary	21	20.541	34	30,756	49	44,697
Point	£	21	20,541	35	31,401		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
40	40 002	Cre	de F	36	32.233		
10	16,863	Spinal	Salary	20	04,200		
11	17,007	Point	E	Geo	de I		
12	17,173	21	20.541	Spinal	Salary		
13	17,391			Point	£		
		22	21,074 21,693	36	32,233		
		23		37	33,136		
		24	22,401				
		25	23,111	38	34,106		
		26	23,868	39	35,229		
				40	36,153		
				41	37,107		

Option 1	£380k		£380k Current					Straight	: Assimila	ition, long	ranges for F &	G
				Pay Offer Link	•						000	
JE Scores	Pay	Grade	Spinal Point	Full Time Annual Salary			JE Scores	pay s Pay Grade		Spinal Point	Full Time Annual Salary	Hourly Rate
A = upto 249	Grade A		8	£16,626	£8.62		A = upto 249	Grade A			£17,711	£9.18
B = 250-289	Olado / t	Grade B	8				71 - upto 2 10	Orado / C			211,111	20.10
		Grade B	9									
		Grade B	10				B = 250-289		Grade B	3	£18,065	£9.36
C = 290-326	Grade C		10									
	Grade C		11	£17,007	£8.82							
	Grade C		12	£17,173	£8.90							
	Grade C		13	£17,391	£9.01		C = 290-326	Grade C		4	£18,426	£9.55
D = 327-357		Grade D	13	£17,391	£9.01							
		Grade D	14		£9.16							
		Grade D	15				D = 327-357		Grade D	5	£18,795	£9.74
		Grade D	16									
		Grade D	17	,					Grade D	6	£19,171	£9.94
E = 358-400	Grade E		17	·								
	Grade E		18				E = 358-400	Grade E		7	,	
	Grade E		19					Grade E		3	· ·	
	Grade E		20	£19,819	£10.27			Grade E				
								Grade E		10		£10.76
	Grade E		21	,	£10.65			Grade E		11		
F = 401-444		Grade F	21		£10.65		F = 401-444		Grade F	11		
		Grade F	22	£21,074	£10.92	!			Grade F	12		
									Grade F	13		£11.41
		Grade F	23						Grade F	14		
		Grade F	24	£22,401	£11.61				Grade F	15		
									Grade F	16		
		Grade F	25	£23,111	£11.98				Grade F	17		
		0		202.222	010.07				Grade F	18		
0 445 404	0 1 0	Grade F	26				0 445 404	0 1 0	Grade F	19		
G = 445-481	Grade G		26				G = 445-481	Grade G		19		
	Grade G		27	£24,657	£12.78			Grade G		20		
	Cuada C		20	COE 400	040.00			Grade G		21		
	Grade G		28 29					Grade G Grade G		22		
	Grade G Grade G							Grade G Grade G		23		
H = 482-527	Grade G Grade G	Grade H	30				H = 482-527	Grade G Grade G	Grade H	2 ²		
11 = 402-321	Graue G	Grade H	31				Π = 4 02-32 <i>I</i>	Grade G	Grade H Grade H	26		
		Grade H	33					+	Grade H	27		
		Grade H	34					+	Grade H	28		
		Grade H	35					+	Grade H	29		
I = 528-577	Grade I	Grade H	36				I = 528-577	Grade I	Grade H	30		
1 - 020-011	Grade I	Oraue II	37				1 - 520-511	Grade I	Oraue II	31		
	Grade I		38					Grade I		32		
	Grade I		39					Grade I		33		
	Grade I		40					Grade I		34		
J = 578-627	Grade I	Grade J	41				J = 578-627	Grade I	Grade J	35		
J - 310 0Z1	5.4461	Grade J	42				0 - 010 021	5.4401	Grade J	36		
		Grade J	43					+	Grade J	37		
		Grade J	44					+	Grade J	38		
K = 628 +	Grade K	Grade J	45				K = 628 +	Grade K	Grade J	39		
	Grade K		46				525 /	Grade K		40		
	Grade K		47					Grade K		41		
	Grade K		48					Grade K		42		
	Grade K		49					Grade K		43		

Option 2	not costed			Current		12 point	range - risk o	of losers, very	difficult to imp	olement, pay mode	lling required
				Pay Offer Link		i -					
				pay scales 2018/1	9			pay sca	les 2019/2020		
JE Scores	Pay	Grade	Spinal Point	Full Time Annual Salary	Hourly Rate	JE Scores	Pay	/ Grade	Spinal Point	Full Time Annual Salary	Hourly Rate
A = upto 249	Grade A		8	£16,626	£8.62	1 = upto 249	Grade A		2	-	£9.18
B = 250-289		Grade B	8	£16,626	£8.62						
		Grade B	9	£16,755	£8.68						
	-	Grade B	10	£16,863	£8.74	2 = 250-294		Grade B	3	£18,065	£9.36
C = 290-326	Grade C		10	£16,863	£8.74						
	Grade C		11	£17,007	£8.82						
	Grade C		12	£17,173	£8.90						
	Grade C		13	£17,391	£9.01	3 = 295-326	Grade C		4	£18,426	£9.55
D = 327-357		Grade D	13	£17,391	£9.01						
		Grade D	14	£17,681	£9.16						
		Grade D	15	£17,972	£9.32	4 = 327-357		Grade D	5	£18,795	£9.74
		Grade D	16	£18,319	£9.50						
		Grade D	17	£18,672	£9.68			Grade D	6	£19,171	£9.94
E = 358-400	Grade E		17								i
	Grade E		18	£18,870	£9.78	5 = 358-394	Grade E		7	£19,554	£10.14
	Grade E		19	£19,446	£10.08		Grade E		8	£19,945	£10.34
	Grade E		20	£19,819	£10.27		Grade E		9	£20,344	£10.54
							Grade E		10	£20,751	£10.76
	Grade E		21	£20,541	£10.65		Grade E		11	£21,166	£10.97
F = 401-444		Grade F	21	£20,541	£10.65	6 = 395-428		Grade F	11	£21,166	£10.97
		Grade F	22	-	£10.92	_		Grade F	12		£11.19
								Grade F	13	£22,021	£11.41
		Grade F	23	£21,693	£11.24			Grade F	14		£11.64
		Grade F	24	-	£11.61	_		Grade F	15		£11.88
								Grade F	16	£23,369	£12.11
		Grade F	25	£23,111	£11.98	7 = 429-465	Grade G		17		£12.35
							Grade G		18		£12.60
		Grade F	26	£23,866	£12.37		Grade G		19	£24,799	£12.85
G = 445-481	Grade G		26				Grade G		19		£12.85
	Grade G		27				Grade G		20		£13.11
						8 = 466-508	Grade G	Grade H	21		£13.37
	Grade G		28	£25,463	£13.20			Grade H	22		£13.64
	Grade G		29	-		=		Grade H	23		£13.99
	Grade G		30	-				Grade H	24		£14.46
H = 482-527	Grade G	Grade H	31			9 = 509-542	Grade I	Grade H	25		£14.92
		Grade H	32				Grade I		26		£15.36
		Grade H	33			=	Grade I		27		£15.81
		Grade H	34	-		=	Grade I		28		£16.26
		Grade H	35		£16.28	_	Grade I		29		£16.60
I = 528-577	Grade I	Grade H	36			10 = 543-585	Grade I	Grade J	30		£17.04
	Grade I		37					Grade J	31		£17.52
	Grade I		38					Grade J	32		£18.03
	Grade I		39	-		=	1	Grade J	33		£18.63
	Grade I		40	-		=		Grade J	34		£19.11
J = 578-627	Grade I	Grade J	41			11 = 586-627	Grade K	Grade J	35		£19.62
		Grade J	42			=	Grade K	1	36		£20.12
		Grade J	43	-			Grade K		37		£20.62
		Grade J	44		£20.71		Grade K		38		£21.13
K = 628 +	Grade K	Grade J	45			12 = 628 +	Grade K	Grade L	39		£21.60
	Grade K		46					Grade L	40		£22.12
	Grade K		47					Grade L	41		£22.63
	Grade K		48			=	\neg	Grade L	42		£23.13
	Grade K		49			=		Grade L	43		£23.63

Option 3	£3	£388k Current				Single point and part overlap - 3 point Grade D - do not use pt 13						
				Pay Offer Link								
				pay scales 2018/1	9			pay s	scales 2019/	2020		
JE Scores	Pay	Grade	Spinal Point	Full Time Annual Salary		JE Scores	Pay	Grade	Spinal Point	Full Time Annual Salary	Hourly Rate	
A = upto 249	Grade A		8	£16,626	£8.62	A = upto 249	Grade A			2 £17,711	£9.18	
B = 250-289		Grade B	8	£16,626	£8.62							
		Grade B	9	£16,755	£8.68							
		Grade B	10	£16,863	£8.74	B = 250-289		Grade B		3 £18,065	£9.36	
C = 290-326	Grade C		10	£16,863								
	Grade C		11									
	Grade C		12									
	Grade C		13		£9.01	C = 290-326	Grade C			4 £18,426	£9.55	
D = 327-357		Grade D	13		£9.01							
		Grade D	14		£9.16							
		Grade D	15			D = 327-357		Grade D		5 £18,795	£9.74	
		Grade D	16									
		Grade D	17					Grade D		£19,171		
E = 358-400	Grade E		17					Grade D		7 £19,554	£10.14	
	Grade E		18									
	Grade E		19			E = 358-400	Grade E			£19,945		
	Grade E		20	£19,819	£10.27		Grade E			9 £20,344		
							Grade E		1		£10.76	
	Grade E		21		£10.65		Grade E		1	1 £21,166	£10.97	
F = 401-444		Grade F	21		£10.65							
		Grade F	22	£21,074	£10.92		Grade E		1			
								n/a	1		£11.41	
		Grade F	23			F = 401-444		Grade F	1			
		Grade F	24	£22,401	£11.61			Grade F	1			
								Grade F	1			
		Grade F	25	£23,111	£11.98			Grade F	1			
								Grade F	1			
		Grade F	26					Grade F	1	9 £24,799	£12.85	
G = 445-481	Grade G		26									
	Grade G		27	£24,657	£12.78	G = 445-481	Grade G		2			
							Grade G		2			
	Grade G		28				Grade G		2			
	Grade G		29				Grade G		2			
	Grade G		30				Grade G		2			
H = 482-527	Grade G	Grade H	31		£14.63	H = 482-527	Grade G	Grade H	2			
		Grade H	32					Grade H	2			
		Grade H	33					Grade H	2			
		Grade H	34					Grade H	2			
		Grade H	35					Grade H	2			
I = 528-577	Grade I	Grade H	36			I = 528-577	Grade I	Grade H	3			
	Grade I		37				Grade I		3			
	Grade I		38				Grade I		3			
	Grade I		39				Grade I		3			
	Grade I		40				Grade I		3			
J = 578-627	Grade I	Grade J	41			J = 578-627	Grade I	Grade J	3			
		Grade J	42					Grade J	3			
		Grade J	43					Grade J	3			
		Grade J	44	-	£20.71	12		Grade J	3			
K = 628 +	Grade K	Grade J	45			K = 628 +	Grade K	Grade J	3			
	Grade K		46				Grade K		4			
	Grade K		47	-			Grade K		4			
	Grade K		48				Grade K		4			
	Grade K		49	£44,697	£23.17		Grade K		4	3 £45,591	£23.63	

Option 4	£401	k extra	Current			No Overlapping Grades, do not use pt 13						
				Pay Offer Link								
				pay scales 2018/1	9			pav s	scales 2019/2	2020		
JE Scores	Pay	Grade	Spinal Point	Full Time Annual Salary		JE Scores	Pay	y Grade	Spinal Point	Full Time Annual H Salary	ourly Rate	
A = upto 249	Grade A		8	£16,626	£8.62	A = upto 249	Grade A		- :	2 £17,711	£9.18	
B = 250-289		Grade B	8	£16,626	£8.62							
		Grade B	9	£16,755	£8.68							
		Grade B	10	£16,863		B = 250-289		Grade B		£18,065	£9.36	
C = 290-326	Grade C		10	£16,863								
	Grade C		11	£17,007								
	Grade C		12	£17,173								
	Grade C		13	£17,391	£9.01	C = 290-326	Grade C		4	4 £18,426	£9.55	
D = 327-357		Grade D	13	£17,391								
		Grade D	14	£17,681	£9.16							
		Grade D	15	£17,972		D = 327-357		Grade D		£18,795	£9.74	
		Grade D	16	£18,319								
		Grade D	17	£18,672				Grade D	(£19,171	£9.94	
E = 358-400	Grade E		17	£18,672								
	Grade E		18	£18,870		E = 358-400	Grade E			7 £19,554	£10.14	
	Grade E		19	£19,446			Grade E			£19,945	£10.34	
	Grade E		20	£19,819	£10.27		Grade E			9 £20,344	£10.54	
							Grade E		10		£10.76	
	Grade E		21	£20,541			Grade E		1		£10.97	
F = 401-444		Grade F	21	£20,541			Grade E		12	£21,589	£11.19	
		Grade F	22	£21,074	£10.92							
								n/a	1;		£11.41	
		Grade F	23	£21,693		F = 401-444		Grade F	14		£11.64	
		Grade F	24	£22,401	£11.61			Grade F	15		£11.88	
								Grade F	10		£12.11	
		Grade F	25	£23,111	£11.98			Grade F	1		£12.35	
								Grade F	18		£12.60	
		Grade F	26	£23,866				Grade F	19	9 £24,799	£12.85	
G = 445-481	Grade G		26	£23,866		0 115 101	0 1 0			205.005	212.11	
	Grade G		27	£24,657	£12.78	G = 445-481	Grade G		20		£13.11	
	0 4- 0		00	005.400	040.00		Grade G		2'		£13.37	
	Grade G		28	£25,463			Grade G	_	2:		£13.64	
	Grade G		29	£26,470			Grade G		23		£13.99	
	Grade G Grade G		30	£27,358			Grade G	_	24		£14.46	
H = 482-527	Grade G	Crodo H	31	£28,221			Grade G		2:	1,20,700	£14.92	
Π = 402-321		Grade H		£28,221		U 400 F07		Crada H	20	2 000 636	C1E 26	
		Grade H Grade H	32 33	£29,055 £29,909		H = 482-527		Grade H Grade H	20		£15.36 £15.81	
		Grade H	34	£30,756				Grade H	28		£16.26	
		Grade H	35	£31,401				Grade H	29		£16.20	
		Grade H	36	£32,233				Grade H	30		£10.00	
I = 528-577	Grade I	Oraue II	36	£32,233				Oraue II	30	232,010	۱1.04	
1 - 320-311	Grade I		37	£32,233 £33,136		I = 528-577	Grade I		3	1 £33,799	£17.52	
	Grade I		38	£34,106		1 - 320-311	Grade I		32		£17.32	
	Grade I		39	£35,229			Grade I		33		£18.63	
	Grade I		40	£36,153			Grade I		34		£19.11	
	Grade I		41	£37,107			Grade I		3,		£19.11	
J = 578-627	Grade I	Grade J	41	£37,107			Graue I			201,040	۱۵.02	
5 - 010 021		Grade J	42	£38,052		J = 578-627		Grade J	30	£38,813	£20.12	
		Grade J	43	£39,002		0 - 010-021		Grade J	3		£20.62	
		Grade J	43	£39,961				Grade J	38		£20.02	
		Grade J	45	£40,858				Grade J	39		£21.13	
K = 628 +	Grade K	Grade J	45	£40,858		—		Grade J	3:	241,073	٨٤١.٥٥	
N - 020 T	Grade K		46	£41,846		K = 628 +	Grade K		40	£42,683	£22.12	
	Grade K		47	£42,806		11 - 020 +	Grade K		4		£22.12 £22.63	
	Grade K		48	£42,606 £43,757			Grade K		4		£22.63 £23.13	
	(-rado k											

Option 5	£388	k extra	Current			No Overlapping Grades, 3 point grade D, do not use pt 13						
				Pay Offer Link								
				pay scales 2018/1	9			pay	scales 2019/2	2020	i	
JE Scores	Pay	Grade	Spinal Point	Full Time Annual Salary		JE Scores	Pay	/ Grade	Spinal Point	Full Time Annual H Salary	Hourly Rate	
A = upto 249	Grade A		8	£16,626	£8.62	A = upto 249	Grade A			2 £17,711	£9.18	
B = 250-289		Grade B	8	£16,626	£8.62							
		Grade B	9	£16,755	£8.68							
		Grade B	10	£16,863	£8.74	B = 250-289		Grade B		3 £18,065	£9.36	
C = 290-326	Grade C		10	£16,863								
	Grade C		11	£17,007								
	Grade C		12	£17,173								
	Grade C		13	£17,391		C = 290-326	Grade C			4 £18,426	£9.55	
D = 327-357		Grade D	13	£17,391	£9.01							
		Grade D	14	£17,681								
		Grade D	15	£17,972		D = 327-357		Grade D		5 £18,795	£9.74	
		Grade D	16	£18,319								
		Grade D	17	£18,672				Grade D		6 £19,171	£9.94	
E = 358-400	Grade E		17	£18,672				Grade D		7 £19,554	£10.14	
	Grade E		18	£18,870								
	Grade E		19	£19,446		E = 358-400	Grade E			8 £19,945	£10.34	
	Grade E		20	£19,819	£10.27		Grade E		!	9 £20,344	£10.54	
							Grade E		1		£10.76	
	Grade E		21	£20,541	£10.65		Grade E		1		£10.97	
F = 401-444		Grade F	21	£20,541			Grade E		1:	2 £21,589	£11.19	
		Grade F	22	£21,074	£10.92							
								n/a	1	£22,021	£11.41	
		Grade F	23	£21,693		F = 401-444		Grade F	1-		£11.64	
		Grade F	24	£22,401	£11.61			Grade F	1:		£11.88	
								Grade F	10		£12.11	
		Grade F	25	£23,111	£11.98			Grade F	1		£12.35	
								Grade F	1	8 £24,313	£12.60	
		Grade F	26	£23,866				Grade F	1:	9 £24,799	£12.85	
G = 445-481	Grade G		26	£23,866								
	Grade G		27	£24,657	£12.78	G = 445-481	Grade G		2	0 £25,295	£13.11	
							Grade G		2		£13.37	
	Grade G		28	£25,463			Grade G		2		£13.64	
	Grade G		29	£26,470			Grade G		2		£13.99	
	Grade G		30	£27,358			Grade G		2		£14.46	
	Grade G		31	£28,221			Grade G		2	5 £28,785	£14.92	
H = 482-527		Grade H	31	£28,221	£14.63							
		Grade H	32	£29,055		H = 482-527		Grade H	2	6 £29,636	£15.36	
		Grade H	33	£29,909				Grade H	2		£15.81	
		Grade H	34	£30,756				Grade H	2		£16.26	
		Grade H	35	£31,401				Grade H	2		£16.60	
		Grade H	36					Grade H	3	0 £32,878	£17.04	
I = 528-577	Grade I		36									
	Grade I		37	£33,136		I = 528-577	Grade I		3		£17.52	
	Grade I		38	£34,106			Grade I		3		£18.03	
	Grade I		39	£35,229			Grade I		3		£18.63	
	Grade I		40	£36,153			Grade I		3		£19.11	
	Grade I		41	£37,107			Grade I		3	5 £37,849	£19.62	
J = 578-627		Grade J	41	£37,107								
		Grade J	42	£38,052		J = 578-627		Grade J	3		£20.12	
		Grade J	43	£39,002				Grade J	3		£20.62	
		Grade J	44	£39,961				Grade J	3		£21.13	
		Grade J	45	£40,858				Grade J	3	9 £41,675	£21.60	
K = 628 +	Grade K		45	£40,858								
	Grade K		46	£41,846		K = 628 +	Grade K		4	-	£22.12	
	Grade K		47	£42,806			Grade K		4		£22.63	
	Grade K		48	£43,757	£22.68		Grade K		4:	2 £44,632	£23.13	
	Grade K		49	£44,697	£23.17		Grade K		4	3 £45,591	£23.63	