

spine points	April 24 for RLW	April 24 hourly rate	August 2024	Aug 24 hourly rate	March 2025	Mar 2025 hourly rate	Grade		March 2025 range
8	£21,901	£12.00	£22,443	£12.30	£22,995	£12.60		grade 2	RLW
9	£21,901	£12.00	£22,728	£12.45	£23,028	£12.62		grade 3	£23,028 - 23,881
10	£22,214	£12.17	£23,114	£12.67	£23,414	£12.83			
11	£22,681	£12.43	£23,581	£12.92	£23,881	£13.09		grade 4	
12	£23,144	£12.68	£24,044	£13.17	£24,344	£13.34			£24,344 - £26,338
13	£23,700	£12.99	£24,600	£13.48	£24,900	£13.65			
14	£24,248	£13.29	£25,148	£13.78	£25,448	£13.95			
15	£24,533	£13.44	£25,433	£13.94	£25,733	£14.11			
16	£25,138	£13.77	£26,038	£14.27	£26,338	£14.44		grade 5	£26,338 - £30,805
17	£25,742	£14.11	£26,642	£14.60	£26,942	£14.77			
18	£26,444	£14.49	£27,344	£14.98	£27,644	£15.15			
19	£27,181	£14.89	£28,081	£15.39	£28,381	£15.56			
20	£27,979	£15.33	£28,879	£15.82	£29,179	£15.99			
21	£28,759	£15.76	£29,659	£16.25	£29,959	£16.42			
22	£29,605	£16.22	£30,505	£16.72	£30,805	£16.88			£30,805 - £36,130
23 disc	£30,487	£16.71	£31,387	£17.20	£31,637	£17.34		gap	
24	£31,396	£17.20	£32,296	£17.70	£32,546	£17.84		grade 6	
25	£32,982	£18.07	£33,882	£18.57	£34,132	£18.71			
26	£33,966	£18.61	£34,866	£19.10	£35,116	£19.25			
27	£34,980	£19.17	£35,880	£19.66	£36,130	£19.80			
28	£36,024	£19.74	£36,924	£20.23	£37,174	£20.37		grade 7	£37,174 - £46,735
29	£37,099	£20.33	£37,999	£20.82	£38,249	£20.96			
30	£39,347	£21.56	£40,247	£22.05	£40,497	£22.20			
31	£40,521	£22.20	£41,421	£22.70	£41,671	£22.84			
32	£41,732	£22.87	£42,632	£23.36	£42,882	£23.50			
33	£44,263	£24.25	£45,163	£24.75	£45,413	£24.89			
34	£45,585	£24.98	£46,485	£25.47	£46,735	£25.61		grade 8	£46,735 - £57,422
35	£46,974	£25.74	£47,874	£26.23	£48,149	£26.39			
36	£49,794	£27.28	£50,694	£27.78	£51,039	£27.97			
37	£51,283	£28.10	£52,183	£28.59	£52,566	£28.81			
38	£54,395	£29.81	£55,295	£30.30	£55,755	£30.56			
39	£56,021	£30.70	£56,921	£31.19	£57,422	£31.47		grade 9	£57,422 - £68,529
40 disc	£57,696	£31.61	£58,596	£32.11	£59,139	£32.41		gap	
41	£59,422	£32.56	£60,321	£33.05	£60,907	£33.38		grade 9	
42	£61,198	£33.53	£62,098	£34.03	£62,728	£34.38			
43	£63,028	£34.54	£63,929	£35.03	£64,605	£35.40			
44	£64,914	£35.57	£65,814	£36.06	£66,537	£36.46			
45	£66,857	£36.63	£67,757	£37.13	£68,529	£37.56		grade 10	£68,529 minimum
46	£68,857	£37.73	£69,757	£38.22	£70,579	£38.68			
47	£69,889	£38.30	£70,789	£38.79	£71,636	£39.26			
48	£70,934	£38.87	£71,834	£39.36	£72,708	£39.84			
49	£71,997	£39.45	£72,897	£39.94	£73,797	£40.44		ongoing	
50	£73,072	£40.04	£73,972	£40.53	£74,899	£41.05			
51	£74,166	£40.64	£75,066	£41.13	£76,021	£41.66			
52	£75,275	£41.25	£76,175	£41.74	£77,157	£42.28			
53	£76,401	£41.86	£77,301	£42.36	£78,312	£42.92			
54	£77,543	£42.49	£78,443	£42.98	£79,483	£43.56			
55	£78,707	£43.13	£79,607	£43.62	£80,676	£44.21			

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contribution point
only a contribution point

spine points	April 24 for RLW	April 24 hourly rate	August 2024	Aug 24 hourly rate	March 2025	Mar 2025 hourly rate	Grade
56	£79,884	£43.77	£80,784	£44.27	£81,882	£44.87	grade 10
57	£81,079	£44.43	£81,979	£44.92	£83,106	£45.54	
58	£82,291	£45.09	£83,191	£45.58	£84,349	£46.22	
59	£83,522	£45.77	£84,422	£46.26	£85,611	£46.91	
60	£84,773	£46.45	£85,673	£46.94	£86,893	£47.62	
61	£86,042	£47.15	£86,942	£47.64	£88,194	£48.33	
62	£87,330	£47.85	£88,230	£48.35	£89,514	£49.05	
63	£88,637	£48.57	£89,537	£49.06	£90,853	£49.79	
64	£89,962	£49.29	£90,862	£49.79	£92,212	£50.53	
65	£91,312	£50.03	£92,212	£50.53	£93,595	£51.29	
66	£92,676	£50.78	£93,576	£51.27	£94,994	£52.06	
67	£94,064	£51.54	£94,964	£52.03	£96,416	£52.84	
68	£95,473	£52.31	£96,373	£52.81	£97,860	£53.63	
69	£96,903	£53.10	£97,803	£53.59	£99,326	£54.43	
70	£98,353	£53.89	£99,253	£54.39	£100,813	£55.24	
71	£99,826	£54.70	£100,726	£55.19	£102,322	£56.07	
72	£101,320	£55.52	£102,220	£56.01	£103,853	£56.91	
73	£102,837	£56.35	£103,737	£56.84	£105,409	£57.76	
74	£104,376	£57.19	£105,276	£57.69	£106,986	£58.63	
75	£105,940	£58.05	£106,840	£58.54	£108,589	£59.51	
76	£107,526	£58.92	£108,426	£59.41	£110,214	£60.40	
77	£109,135	£59.80	£110,035	£60.29	£111,864	£61.30	
78	£110,771	£60.70	£111,671	£61.19	£113,541	£62.22	
79	£112,429	£61.60	£113,329	£62.10	£115,240	£63.15	
80	£114,114	£62.53	£115,014	£63.02	£116,968	£64.10	
81	£115,821	£63.46	£116,721	£63.96	£118,717	£65.06	
82	£117,556	£64.41	£118,456	£64.91	£120,496	£66.03	
83	£119,317	£65.38	£120,217	£65.87	£122,300	£67.02	
84	£121,104	£66.36	£122,004	£66.85	£124,132	£68.02	
85	£122,921	£67.35	£123,821	£67.85	£125,994	£69.04	
86	£124,759	£68.36	£125,659	£68.85	£127,879	£70.08	
87	£126,627	£69.38	£127,527	£69.88	£129,793	£71.12	
88	£128,524	£70.42	£129,424	£70.92	£131,738	£72.19	
89	£130,450	£71.48	£131,350	£71.97	£133,711	£73.27	
90	£132,403	£72.55	£133,303	£73.04	£135,714	£74.37	
91	£134,387	£73.64	£135,287	£74.13	£137,747	£75.48	
92	£136,398	£74.74	£137,298	£75.23	£139,809	£76.61	
93	£138,442	£75.86	£139,342	£76.35	£141,904	£77.76	
94	£140,517	£77.00	£141,417	£77.49	£144,030	£78.93	
95	£142,622	£78.15	£143,522	£78.64	£146,188	£80.11	
96	£144,759	£79.32	£145,659	£79.81	£148,379	£81.31	
97	£146,926	£80.51	£147,826	£81.00	£150,600	£82.53	
98	£149,127	£81.71	£150,027	£82.21	£152,856	£83.76	
99	£151,361	£82.94	£152,261	£83.43	£155,146	£85.02	
100	£153,627	£84.18	£154,527	£84.67	£157,468	£86.29	
101	£155,931	£85.44	£156,831	£85.93	£159,830	£87.58	
102	£158,267	£86.72	£159,167	£87.21	£162,224	£88.89	
103	£160,639	£88.02	£161,539	£88.51	£164,656	£90.23	
104	£163,047	£89.34	£163,947	£89.83	£167,124	£91.58	
105	£165,489	£90.68	£166,389	£91.17	£169,627	£92.95	
106	£167,968	£92.04	£168,868	£92.53	£172,168	£94.34	
107	£170,458	£93.40	£171,358	£93.89	£174,720	£95.74	
108	£173,037	£94.81	£173,937	£95.31	£177,363	£97.19	
109	£175,634	£96.24	£176,534	£96.73	£180,025	£98.65	

March 2025 range

March 25 point is paid in line with the RLW until nationally agreed value is at least the same £12.60/hour

spine points	April 24 for RLW	April 24 hourly rate	August 2024	Aug 24 hourly rate	March 2025	Mar 2025 hourly rate	Grade
110	£178,263	£97.68	£179,163	£98.17	£182,720	£100.13	grade 10
111	£180,935	£99.14	£181,835	£99.64	£185,459	£101.63	
112	£183,644	£100.63	£184,544	£101.12	£188,236	£103.15	
113	£186,397	£102.14	£187,297	£102.63	£191,058	£104.69	
114	£189,190	£103.67	£190,090	£104.16	£193,920	£106.26	
115	£192,026	£105.22	£192,926	£105.71	£196,827	£107.86	
116	£194,903	£106.80	£195,803	£107.29	£199,776	£109.47	
117	£197,825	£108.40	£198,725	£108.89	£202,771	£111.11	
118	£200,790	£110.02	£201,690	£110.51	£205,810	£112.78	
119	£203,800	£111.67	£204,700	£112.16	£208,895	£114.47	
120	£206,855	£113.34	£207,755	£113.84	£212,026	£116.18	
121	£209,953	£115.04	£210,853	£115.54	£215,202	£117.92	
122	£213,101	£116.77	£214,001	£117.26	£218,429	£119.69	
123	£216,292	£118.52	£217,192	£119.01	£221,700	£121.48	
124	£219,535	£120.29	£220,435	£120.79	£225,024	£123.31	
125	£222,828	£122.10	£223,728	£122.59	£228,400	£125.16	
126	£226,171	£123.93	£227,071	£124.42	£231,826	£127.03	
127	£229,563	£125.79	£230,463	£126.28	£235,303	£128.94	
128	£233,007	£127.67	£233,907	£128.17	£238,833	£130.87	
129	£236,502	£129.59	£237,402	£130.08	£242,415	£132.83	
130	£240,049	£131.53	£240,949	£132.03	£246,051	£134.83	
131	£243,650	£133.51	£244,550	£134.00	£249,742	£136.85	
132	£247,305	£135.51	£248,205	£136.00	£253,488	£138.90	
133	£251,015	£137.54	£251,915	£138.04	£257,290	£140.99	
134	£254,780	£139.61	£255,680	£140.10	£261,150	£143.10	
135	£258,601	£141.70	£259,501	£142.19	£265,067	£145.25	
136	£262,480	£143.82	£263,380	£144.32	£269,043	£147.43	
137	£266,418	£145.98	£267,318	£146.48	£273,079	£149.64	
138	£270,414	£148.17	£271,314	£148.67	£277,175	£151.88	
139	£274,470	£150.39	£275,370	£150.89	£281,332	£154.16	
140	£278,587	£152.65	£279,487	£153.14	£285,552	£156.47	
141	£282,766	£154.94	£283,666	£155.43	£289,836	£158.82	
142	£287,008	£157.26	£287,908	£157.76	£294,183	£161.20	
143	£291,313	£159.62	£292,213	£160.12	£298,596	£163.62	
144	£295,682	£162.02	£296,582	£162.51	£303,075	£166.07	
145	£300,118	£164.45	£301,018	£164.94	£307,621	£168.56	
146	£304,619	£166.91	£305,519	£167.41	£312,235	£171.09	
147	£309,189	£169.42	£310,089	£169.91	£316,919	£173.66	
148	£313,826	£171.96	£314,726	£172.45	£321,673	£176.26	
149	£318,534	£174.54	£319,434	£175.03	£326,498	£178.91	
150	£323,312	£177.16	£324,212	£177.65	£331,395	£181.59	

March 2025 range

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