

## 3.6% pay award effect on pay points

Band	Spine point	Hourly 2024	£H 3.6% change	Hourly 2025	Annual 2024	£y 3.6% change	2025
Band 1*	-	£12.08	£0.43	£12.51	£23,615	£850	£24,465
Band 2*	bottom point	£12.08	£0.43	£12.51	£23,615	£850	£24,465
<b>Band 2*</b>	<b>top point</b>	£12.08	£0.43	£12.51	£23,615	£850	£24,465
Band 3*	bottom point	£12.31	£0.44	£12.75	£24,071	£867	£24,937
<b>Band 3</b>	<b>top point</b>	£13.13	£0.47	£13.60	£25,674	£924	£26,598
Band 4	bottom point	£13.57	£0.49	£14.06	£26,530	£955	£27,485
<b>Band 4</b>	<b>top point</b>	£14.89	£0.54	£15.43	£29,114	£1,048	£30,162
Band 5	bottom point	£15.33	£0.55	£15.88	£29,970	£1,079	£31,049
Band 5	intermediate point	£16.53	£0.60	£17.13	£32,324	£1,163	£33,487
<b>Band 5</b>	<b>top point</b>	£18.66	£0.67	£19.33	£36,483	£1,313	£37,796
Band 6	bottom point	£19.10	£0.68	£19.78	£37,338	£1,344	£38,682
Band 6	intermediate point	£20.15	£0.73	£20.88	£39,405	£1,418	£40,823
<b>Band 6</b>	<b>top point</b>	£22.99	£0.83	£23.82	£44,962	£1,618	£46,580
Band 7	bottom point	£23.60	£0.85	£24.45	£46,148	£1,661	£47,809
Band 7	intermediate point	£24.82	£0.89	£25.71	£48,526	£1,747	£50,273
<b>Band 7</b>	<b>top point</b>	£27.01	£0.97	£27.98	£52,809	£1,901	£54,710
Band 8a	bottom point	£27.49	£0.99	£28.48	£53,755	£1,935	£55,690
Band 8a	intermediate point	£28.87	£1.04	£29.91	£56,454	£2,033	£58,487
<b>Band 8a</b>	<b>top point</b>	£30.94	£1.12	£32.06	£60,504	£2,178	£62,682
Band 8b	bottom point	£31.82	£1.14	£32.96	£62,215	£2,240	£64,455
Band 8b	intermediate point	£33.88	£1.22	£35.10	£66,246	£2,385	£68,631
<b>Band 8b</b>	<b>top point</b>	£36.97	£1.33	£38.30	£72,293	£2,603	£74,896
Band 8c	bottom point	£37.99	£1.37	£39.36	£74,290	£2,675	£76,965
Band 8c	intermediate point	£40.31	£1.45	£41.76	£78,814	£2,838	£81,652
<b>Band 8c</b>	<b>top point</b>	£43.78	£1.57	£45.35	£85,601	£3,082	£88,682
Band 8d	bottom point	£45.09	£1.62	£46.71	£88,168	£3,174	£91,342

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Band 8d	intermediate point	£47.85	£1.73	£49.58	£93,572	£3,369	£96,941
<b>Band 8d</b>	<b>top point</b>	£52.00	£1.87	£53.87	£101,677	£3,660	£105,337
Band 9	bottom point	£53.90	£1.94	£55.84	£105,385	£3,794	£109,179
Band 9	intermediate point	£57.15	£2.05	£59.20	£111,740	£4,023	£115,763
<b>Band 9</b>	<b>top point</b>	£62.02	£2.23	£64.25	£121,271	£4,366	£125,637