

# IMPERIAL

From 5 August 2024

| Spine Point | Full-time annual salary (29 April 2024) | Full-time annual salary (5 August 2024) | Grade    |  |                 | Pay rates         |                  |                   |
|-------------|---|---|----------|--|-----------------|-------------------|------------------|-------------------|
|             |   |   |          |  |                 | Basic Hourly Rate | Holiday Pay Rate | Total Hourly Rate |
| 52          | £81,701                                 | £84,266                                 |          |  |                 | £46.30            | £5.59            | £51.89            |
| 51          | £79,437                                 | £81,931                                 |          |  | Level 6 minimum | £45.02            | £5.43            | £50.45            |
| 50          | £77,323                                 | £79,751                                 |          |  |                 | £43.82            | £5.29            | £49.11            |
| 49          | £75,337                                 | £77,703                                 |          |  |                 | £42.69            | £5.16            | £47.85            |
| 48          | £73,331                                 | £75,634                                 |          |  |                 | £41.56            | £5.01            | £46.57            |
| 47          | £71,402                                 | £73,644                                 |          |  | Level 5         | £40.46            | £4.89            | £45.35            |
| 46          | £69,510                                 | £71,693                                 |          |  |                 | £39.39            | £4.76            | £44.15            |
| 45          | £67,674                                 | £69,799                                 |          |  |                 | £38.35            | £4.63            | £42.98            |
| 44          | £65,935                                 | £68,005                                 |          |  |                 | £37.37            | £4.51            | £41.88            |
| 43          | £64,216                                 | £66,232                                 |          |  |                 | £36.39            | £4.39            | £40.78            |
| 42          | £62,520                                 | £64,483                                 |          |  |                 | £35.43            | £4.28            | £39.71            |
| 41          | £60,942                                 | £62,856                                 |          |  | Level 4         | £34.54            | £4.16            | £38.70            |
| 40          | £59,363                                 | £61,227                                 |          |  |                 | £33.64            | £4.06            | £37.70            |
| 39          | £57,842                                 | £59,658                                 |          |  |                 | £32.78            | £3.96            | £36.74            |
| 38          | £56,345                                 | £58,114                                 |          |  |                 | £31.93            | £3.85            | £35.78            |
| 37          | £54,927                                 | £56,652                                 |          |  |                 | £31.13            | £3.75            | £34.88            |
| 36          | £53,558                                 | £55,240                                 |          |  |                 | £30.35            | £3.66            | £34.01            |
| 35          | £52,201                                 | £53,840                                 |          |  |                 | £29.58            | £3.57            | £33.15            |
| 34          | £50,910                                 | £52,509                                 |          |  |                 | £28.85            | £3.48            | £32.33            |
| 33          | £49,661                                 | £51,220                                 |          |  | Level 3b        | £28.14            | £3.40            | £31.54            |
| 32          | £48,516                                 | £50,039                                 |          |  |                 | £27.49            | £3.32            | £30.81            |
| 31          | £47,377                                 | £48,865                                 |          |  |                 | £26.85            | £3.24            | £30.09            |
| 30          | £46,344                                 | £47,799                                 |          |  |                 | £26.26            | £3.17            | £29.43            |
| 29          | £45,321                                 | £46,744                                 |          |  |                 | £25.68            | £3.10            | £28.78            |
| 28          | £44,309                                 | £45,700                                 |          |  |                 | £25.11            | £3.03            | £28.14            |
| 27          | £43,360                                 | £44,722                                 |          |  |                 | £24.57            | £2.97            | £27.54            |
| 26          | £42,380                                 | £43,711                                 |          |  |                 | £24.02            | £2.90            | £26.92            |
| 25          | £41,489                                 | £42,792                                 | Level 3a |  |                 | £23.51            | £2.84            | £26.35            |
| 24          | £40,641                                 | £41,917                                 |          |  |                 | £23.03            | £2.78            | £25.81            |
| 23          | £39,783                                 | £41,032                                 |          |  |                 | £22.54            | £2.73            | £25.27            |
| 22          | £38,977                                 | £40,201                                 |          |  |                 | £22.09            | £2.66            | £24.75            |
| 21          | £38,180                                 | £39,379                                 |          |  |                 | £21.64            | £2.61            | £24.25            |
| 20          | £37,404                                 | £38,578                                 |          |  |                 | £21.20            | £2.56            | £23.76            |
| 19          | £36,701                                 | £37,853                                 |          |  | Level 2b        | £20.80            | £2.51            | £23.31            |
| 18          | £35,956                                 | £37,085                                 |          |  |                 | £20.38            | £2.46            | £22.84            |
| 17          | £35,273                                 | £36,381                                 |          |  |                 | £19.99            | £2.41            | £22.40            |
| 16          | £34,632                                 | £35,719                                 |          |  |                 | £19.63            | £2.37            | £21.99            |
| 15          | £33,991                                 | £35,058                                 |          |  | Level 2a        | £19.26            | £2.33            | £21.59            |
| 14          | £33,350                                 | £34,397                                 |          |  |                 | £18.90            | £2.28            | £21.18            |
| 13          | £32,781                                 | £33,810                                 |          |  |                 | £18.58            | £2.24            | £20.82            |
| 12          | £32,212                                 | £33,223                                 |          |  |                 | £17.27            | £2.08            | £19.35            |
| 11          | £31,663                                 | £32,657                                 |          |  |                 | £16.97            | £2.05            | £19.02            |
| 10          | £31,095                                 | £32,071                                 |          |  |                 | £16.67            | £2.01            | £18.68            |
| 9           | £30,588                                 | £31,548                                 |          |  | Level 1b        | £16.40            | £1.98            | £18.38            |
| 8           | £30,061                                 | £31,005                                 |          |  |                 | £16.11            | £1.95            | £18.06            |
| 7           | £29,575                                 | £30,504                                 |          |  |                 | £15.85            | £1.92            | £17.77            |
| 6           | £29,099                                 | £30,013                                 |          |  |                 | £15.60            | £1.88            | £17.48            |
| 5           | £28,685                                 | £29,586                                 |          |  |                 | £15.38            | £1.85            | £17.23            |
| 4           | 28261                                   | 29148                                   |          |  |                 | £15.15            | £1.83            | £16.98            |
| 3           | £28,242                                 | £29,129                                 | Level 1a |  |                 | £15.14            | £1.83            | £16.97            |
| 2           | £27,953                                 | £28,831                                 |          |  |                 | £14.98            | £1.81            | £16.79            |
| 1           | £27,755                                 | £28,627                                 |          |  |                 | £14.88            | £1.79            | £16.67            |

£11.44      £1.38      £12.82  
 National Minimum Wage rate wef 01-Apr-24