

Appendix 1

Pay scales effective from April 2025



Scale 1	Management 1	Spinal Point	Deputy Group Head 1	Spinal Point
6 £23,354	29 £39,051	6 £23,354	51 £65,601	51 £65,601
7 £23,708	30 £40,295	7 £23,708	52 £66,904	52 £66,904
8 NOT IN USE	31 £41,498	8 NOT IN USE	53 £68,388	53 £68,388
9 NOT IN USE	32 £42,659	9 NOT IN USE	54 £69,857	54 £69,857
10 £23,976		10 £23,976		55 £71,330
11 £24,307		11 £24,307		56 £73,613
Scale 2	Management 2	Spinal Point	Deputy Group Head 2	Spinal Point
11 £24,307	33 £43,858	12 £24,774	55 £71,330	57 £75,410
12 £24,774	34 £45,050	13 £25,287	56 £73,613	58 £77,197
13 £25,287	35 £45,943	14 £25,677	57 £75,410	61 £82,938
	36 £47,107	15 £26,093	58 £77,197	62 £85,466
		16 £26,591		63 £87,903
Scale 3	Management 3	Spinal Point	Group Head Grade	Spinal Point
14 £25,677	37 £48,377	17 £27,084	61 £82,938	64 £90,140
15 £26,093	38 £49,730	18 £27,683	62 £85,466	73 £100,276
16 £26,591	39 £51,285	19 £28,649	63 £87,903	74 £102,728
17 £27,084	40 £52,595	20 £29,609	64 £90,140	75 £105,187
		21 £30,619		76 £107,640
		22 £31,368		77 £110,099
Scale 4	Senior Management 1	Spinal Point	Deputy CX	Spinal Point
18 £27,683	23 £32,226	23 £32,226	73 £100,276	78 £112,798
19 £28,649	24 £33,215	24 £33,215	74 £102,728	91 £124,839
20 £29,609	25 £34,202	25 £34,202	75 £105,187	92 £127,900
21 £30,619	26 £35,081	26 £35,081	76 £107,640	93 £130,973
	27 £36,175	27 £36,175	77 £110,099	94 £134,039
	28 £37,298	28 £37,298	78 £112,798	95 £137,114
	29 £39,051	29 £39,051		96 £140,492
Scale 5	Senior Management 2	Spinal Point	Chief Executive	Spinal Point
22 £31,368	30 £40,295	30 £40,295	91 £124,839	
23 £32,226	31 £41,498	31 £41,498	92 £127,900	
24 £33,215	32 £42,659	32 £42,659	93 £130,973	
25 £34,202	33 £43,858	33 £43,858	94 £134,039	
Scale 6			95 £137,114	
26 £35,081	Management 2	Spinal Point	96 £140,492	
27 £36,175	34 £45,050	34 £45,050		
28 £37,298	35 £45,943	35 £45,943		
	36 £47,107	36 £47,107		
	37 £48,377	37 £48,377		
	38 £49,730	38 £49,730		
	39 £51,285	39 £51,285		
	40 £52,595	40 £52,595		
	41 £53,931	41 £53,931		
	42 £55,250	42 £55,250		
	43 £56,584	43 £56,584		
	44 £57,919	44 £57,919		
	45 £59,168	45 £59,168		
	46 £61,118	46 £61,118		
	47 £62,471	47 £62,471		
	48 £63,809	48 £63,809		
	49 £65,146	49 £65,146		