

## 2023/24 Spine Points, Pay Bands and Pay Zones

Spine Point	Salary	Pay Zone / Band Maxima	Pay Band	Pay Zone	
MA	£22,421	Modern Apprentice	MA	MA	School Leaver entry level*
2	£28,275	Pay Band Minimum	Band 1	Zone A	School Leaver completion of 3 TC exams
3	£28,950		Band 1	Zone A	Graduate Trainee entry level
4	£29,624		Band 1	Zone A	
5	£30,299	Pay Zone Maximum	Band 1	Zone A	Graduate Trainee & School Leaver TC complete
6	£32,752	Pay Zone Minimum	Band 1	Zone B	Graduate Trainee & School Leaver TPS complete
7	£33,684		Band 1	Zone B	
8	£34,616		Band 1	Zone B	Graduate Trainee & School Leaver TPE & Ethics complete
9	£35,549		Band 1	Zone B	
10	£36,561	Pay Zone Maximum	Band 1	Zone B	
11	£37,595	Pay Zone Minimum	Band 1	Zone C	
12	£38,462		Band 1	Zone C	
13	£39,332		Band 1	Zone C	
14	£40,202		Band 1	Zone C	

15	£41,070		Band 1	Zone C
16	£42,250	Pay Band Maximum	Band 1	Zone C
17	£47,695	Pay Band Minimum	Band 2	Zone A
18	£49,000		Band 2	Zone A
19	£50,304		Band 2	Zone A
20	£51,608		Band 2	Zone A
21	£52,924		Band 2	Zone A
22	£54,517	Pay Zone Maximum	Band 2	Zone A
23	£55,181	Pay Zone Minimum	Band 2	Zone B
24	£56,314		Band 2	Zone B
25	£57,449		Band 2	Zone B
26	£58,584		Band 2	Zone B
27	£59,756		Band 2	Zone B
28	£60,957	Pay Band Maximum	Band 2	Zone B
29	£66,807	Pay Band Minimum	Band 3	N/A
30	£68,446		Band 3	N/A

31	£70,084		Band 3	N/A
32	£71,722		Band 3	N/A
33	£73,361		Band 3	N/A
34	£75,584	Pay Band Maximum	Band 3	N/A
35	£84,251	Pay Band Minimum	Band 4	N/A
36	£86,567		Band 4	N/A
37	£88,949		Band 4	N/A
38	£91,376		Band 4	N/A
39	£93,371		Band 4	N/A
40	£96,137	Pay Band Maximum	Band 4	N/A

### Expenses

Expenses maximum incurred by colleagues for such meals while away on business:

- Breakfast: £6.26
- Lunch: £7.77
- Evening: £31.24

### Incidental overnight allowances

£5.00 each night.

£14.92 after the 5th consecutive night (subject to tax and NI)

### First-Aid allowance

The First Aid allowance payable to approved qualified First Aiders is £490.99 per annum.

### Professional Trainees –bonus

Bonuses for successful examination completion is £300.

### School Leaver Trainees

School Leaver starting salaries have been adjusted accordingly based on the skills they hold when entering the organisation, the training they need and the level of work they undertake. School Leaver salaries align with the Graduate Trainee salaries once all TC exams are complete because, by then, they are typically undertaking work of similar complexity, risk and impact as colleagues on the graduate training programme.