

## 2020/21 Spine Points, Pay Bands and Pay Zones

Spine Point	Salary	Pay Zone / Band Maxima	Pay Band	Pay Zone	
MA	£17,965	Modern Apprentice	MA	MA	School Leaver entry level*
2	£23,668	Pay Band Minimum	Band 1	Zone A	School Leaver completion of 3 TC exams
3	£24,379		Band 1	Zone A	Graduate Trainee entry level
4	£25,090		Band 1	Zone A	
4A	£25,595	Pay Zone Maximum	Band 1	Zone A	Graduate Trainee & School Leaver TC complete
6	£28,189	Pay Zone Minimum	Band 1	Zone B	Graduate Trainee & School Leaver TPS complete
7	£29,047		Band 1	Zone B	
8	£29,905		Band 1	Zone B	Graduate Trainee & School Leaver TPE & Ethics complete
9	£30,764		Band 1	Zone B	
9A	£31,383	Pay Zone Maximum	Band 1	Zone B	
11	£32,647	Pay Zone Minimum	Band 1	Zone C	
12	£33,446		Band 1	Zone C	
13	£34,246		Band 1	Zone C	
14	£35,047		Band 1	Zone C	

15	£35,846		Band 1	Zone C
15A	£36,567	Pay Band Maximum	Band 1	Zone C
17	£42,429	Pay Band Minimum	Band 2	Zone A
18	£43,590		Band 2	Zone A
19	£44,749		Band 2	Zone A
20	£45,909		Band 2	Zone A
21	£47,040		Band 2	Zone A
21A	£48,017	Pay Zone Maximum	Band 2	Zone A
23	£49,088	Pay Zone Minimum	Band 2	Zone B
24	£50,096		Band 2	Zone B
25	£51,104		Band 2	Zone B
26	£52,115		Band 2	Zone B
26A	£53,157		Band 2	Zone B
26B	£53,689	<b>New 2020</b> Pay Band Maximum	Band 2	Zone B
28	£59,712	Pay Band Minimum	Band 3	N/A
29	£61,176		Band 3	N/A

30	£62,640		Band 3	N/A
31	£64,105		Band 3	N/A
32	£65,570		Band 3	N/A
32A	£66,887	Pay Band Maximum	Band 3	N/A
34	£75,303	Pay Band Minimum	Band 4	N/A
35	£77,374		Band 4	N/A
36	£79,502		Band 4	N/A
37	£81,688		Band 4	N/A
38	£83,489		Band 4	N/A
38A	£85,127	Pay Band Maximum	Band 4	N/A

### Expenses

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

- Breakfast: £5.55
- Lunch: £6.88
- Evening: £27.68

### Daily Subsistence Rates

£5 each night.

£14.71 after the 5th consecutive night (subject to tax and NI)

### First-Aid allowance

The First Aid allowance payable to approved qualified First Aiders is £436.80 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.