

## 2021/22 Spine Points, Pay Bands and Pay Zones

Spine Point	Salary	Pay Zone / Band Maxima	Pay Band	Pay Zone	
MA	£18,349	Modern Apprentice	MA	MA	School Leaver entry level*
2	£24,142	Pay Band Minimum	Band 1	Zone A	School Leaver completion of 3 TC exams
3	£24,867		Band 1	Zone A	Graduate Trainee entry level
4	£25,592		Band 1	Zone A	
5	£26,450	Pay Zone Maximum	Band 1	Zone A	Graduate Trainee & School Leaver TC complete
6	£28,753	Pay Zone Minimum	Band 1	Zone B	Graduate Trainee & School Leaver TPS complete
7	£29,628		Band 1	Zone B	
8	£30,503		Band 1	Zone B	Graduate Trainee & School Leaver TPE & Ethics complete
9	£31,379		Band 1	Zone B	
10	£32,330	Pay Zone Maximum	Band 1	Zone B	
11	£33,300	Pay Zone Minimum	Band 1	Zone C	
12	£34,115		Band 1	Zone C	
13	£34,931		Band 1	Zone C	
14	£35,748		Band 1	Zone C	

15	£36,563		Band 1	Zone C
16	£37,671	Pay Band Maximum	Band 1	Zone C
17	£42,853	Pay Band Minimum	Band 2	Zone A
18	£44,025		Band 2	Zone A
19	£45,197		Band 2	Zone A
20	£46,368		Band 2	Zone A
21	£47,511		Band 2	Zone A
22	£48,982	Pay Zone Maximum	Band 2	Zone A
23	£49,579	Pay Zone Minimum	Band 2	Zone B
24	£50,597		Band 2	Zone B
25	£51,616		Band 2	Zone B
26	£52,636		Band 2	Zone B
27	£53,689		Band 2	Zone B
28 (prev 271)*	£54,768	Pay Band Maximum	Band 2	Zone B
29 (prev 28)	£60,309	Pay Band Minimum	Band 3	N/A
30 (prev 29)	£61,788		Band 3	N/A

31 (prev 30)	£63,267		Band 3	N/A
32 (prev 31)	£64,746		Band 3	N/A
33 (prev 32)	£66,225		Band 3	N/A
34 (prev 33)	£68,232	Pay Band Maximum	Band 3	N/A
35 (prev 34)	£76,056	Pay Band Minimum	Band 4	N/A
36 (prev 35)	£78,147		Band 4	N/A
37 (prev 36)	£80,297		Band 4	N/A
38 (prev 37)	£82,488		Band 4	N/A
39 (prev 38)	£84,289		Band 4	N/A
40 (prev 39)	£86,786	Pay Band Maximum	Band 4	N/A

#### Expenses

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

• Breakfast: £5.63      • Lunch: £6.98      • Evening: £28.07

#### 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 £441.17 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.

\*Spine Point naming convention has been changed due to the implementation of iTrent from February 2022