

2022/23 Spine Points, Pay Bands and Pay Zones

Spine Point	Salary	Pay Zone / Band Maxima	Pay Band	Pay Zone	
MA	£20,349	Modern Apprentice	MA	MA	School Leaver entry level*
2	£26,142	Pay Band Minimum	Band 1	Zone A	School Leaver completion of 3 TC exams
3	£26,867		Band 1	Zone A	Graduate Trainee entry level
4	£27,592		Band 1	Zone A	
5	£28,450	Pay Zone Maximum	Band 1	Zone A	Graduate Trainee & School Leaver TC complete
6	£30,753	Pay Zone Minimum	Band 1	Zone B	Graduate Trainee & School Leaver TPS complete
7	£31,628		Band 1	Zone B	
8	£32,503		Band 1	Zone B	Graduate Trainee & School Leaver TPE & Ethics complete
9	£33,379		Band 1	Zone B	
10	£34,330	Pay Zone Maximum	Band 1	Zone B	
11	£35,300	Pay Zone Minimum	Band 1	Zone C	
12	£36,115		Band 1	Zone C	
13	£36,931		Band 1	Zone C	
14	£37,748		Band 1	Zone C	

15	£38,563		Band 1	Zone C
16	£39,671	Pay Band Maximum	Band 1	Zone C
17	£44,996	Pay Band Minimum	Band 2	Zone A
18	£46,226		Band 2	Zone A
19	£47,457		Band 2	Zone A
20	£48,686		Band 2	Zone A
21	£49,887		Band 2	Zone A
22	£51,431	Pay Zone Maximum	Band 2	Zone A
23	£52,058	Pay Zone Minimum	Band 2	Zone B
24	£53,127		Band 2	Zone B
25	£54,197		Band 2	Zone B
26	£55,268		Band 2	Zone B
27	£56,373		Band 2	Zone B
28	£57,506	Pay Band Maximum	Band 2	Zone B
29	£63,324	Pay Band Minimum	Band 3	N/A
30	£64,877		Band 3	N/A

31	£66,430		Band 3	N/A
32	£67,983		Band 3	N/A
33	£69,536		Band 3	N/A
34	£71,644	Pay Band Maximum	Band 3	N/A
35	£79,859	Pay Band Minimum	Band 4	N/A
36	£82,054		Band 4	N/A
37	£84,312		Band 4	N/A
38	£86,612		Band 4	N/A
39	£88,503		Band 4	N/A
40	£91,125	Pay Band Maximum	Band 4	N/A

Expenses

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

- Breakfast: £5.91
- Lunch: £7.33
- Evening: £29.47

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 £463.20 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.