

Operate Pay Spine

Effective from: 01/04/2026

Level

Pt	Value	1b	2a	2b	3	4	5	6	Pt	£	Level					
56	82,908								13	56	82,908	6				
55	80,524													12	55	80,524
54	78,184													11	54	78,184
53	75,912													10	53	75,912
52	73,707													9	52	73,707
51	71,566						8	51	71,566							
50	69,488						14	7	50	69,488	6					
49	67,468						13	6	49	67,468						
48	65,509						12	5	48	65,509						
47	63,606						11	4	47	63,606						
46	61,759						10	3	46	61,759						
45	59,966						9	2	45	59,966						
44	58,225						8	1	44	58,225	5					
43	56,535					15	7	43	56,535							
42	54,893					14	6	42	54,893							
41	53,301					13	5	41	53,301							
40	51,753					12	4	40	51,753							
39	50,253					11	3	39	50,253							
38	48,822					10	2	38	48,822	4						
37	47,389					9	1	37	47,389							
36	46,049					8		36	46,049							
35	44,746				13	7		35	44,746							
34	43,482				12	6		34	43,482							
33	42,254				11	5		33	42,254							
32	41,064				10	4		32	41,064	4						
31	39,906				9	3		31	39,906							
30	38,784				8	2		30	38,784							
29	37,694				7	1		29	37,694							
28	36,636			11	6			28	36,636		3					
27	35,608			10	5			27	35,608							
26	34,610			9	4			26	34,610							
25	33,951			8	3			25	33,951							
24	33,002			7	2			24	33,002							
23	32,080			6	1			23	32,080							
22	31,236		11	5				22	31,236	2B						
21	30,378		10	4				21	30,378							
20	29,588		9	3				20	29,588							
19	28,778		8	2				19	28,778							
18	28,031		7	1				18	28,031							
17	27,319		6					17	27,319							
16	26,707		5					16	26,707	2A						
15	26,093	9	4	Key					15		26,093					
14	25,804	8	3	Higher Responsibility Zone (HRZ) - Non-incremental					14		25,804					
13	25,249	7	2	Normal Level - Incremental Scale					13		25,249					
12	24,685	6	1					12	24,685							
11	24,215	5						11	24,215		1B					
10	23,793	4						10	23,793							
		1b	2a	2b	3	4	5	6								

**Operate Pay Spine
Senior Staff**

Effective from: 01/08/2025

						Level
Pt	Value	7a	7b	7c	Pt	
103	285,010			33	103	285,010
102	278,065			32	102	278,065
101	271,287			31	101	271,287
100	264,675			30	100	264,675
99	258,224			29	99	258,224
98	251,930			28	98	251,930
97	245,790			27	97	245,790
96	239,801			26	96	239,801
95	233,957			25	95	233,957
94	228,256			24	94	228,256
93	222,693			23	93	222,693
92	217,264			22	92	217,264
91	211,970			21	91	211,970
90	206,805			20	90	206,805
89	201,766			19	89	201,766
88	196,849			18	88	196,849
87	192,053			17	87	192,053
86	187,374			16	86	187,374
85	182,808			15	85	182,808
84	178,354			14	84	178,354
83	174,010			13	83	174,010
82	169,769			12	82	169,769
81	165,634			11	81	165,634
80	161,598			10	80	161,598
79	157,661			9	79	157,661
78	153,820			8	78	153,820
77	150,074			7	77	150,074
76	146,417			6	76	146,417
75	142,851			5	75	142,851
74	139,372		14	4	74	139,372
73	135,977		13	3	73	135,977
72	132,666		12	2	72	132,666
71	129,434		11	1	71	129,434
70	126,257		10		70	126,257
69	123,173		9		69	123,173
68	120,091		8		68	120,091
67	117,006		7		67	117,006
66	113,941		6		66	113,941
65	110,876		5		65	110,876
64	107,807	14	4		64	107,807
63	104,742	13	3		63	104,742
62	101,677	12	2		62	101,677
61	98,610	11	1		61	98,610
60	95,483	10			60	95,483
59	92,335	9			59	92,335
58	89,197	8			58	89,197
57	86,050	7			57	86,050
56	82,908	6			56	82,908
55	80,524	5			55	80,524
54	78,184	4			54	78,184
53	75,912	3			53	75,912
52	73,707	2			52	73,707
51	71,566	1			51	71,566
		7a	7b	7c		

7C

7B

7A