

Band	Apr-18			Apr-19		
	NJC Spine Point	Full-Time Equivalent Salary (£)	Hourly rate	New NJC Spine Point	Full-Time Equivalent Salary (£)	Hourly rate
Band 1	6	16,394	£8.50	1	17,364	£9.00
	7	16,495	£8.55			
	8	16,625	£8.62	2	17,711	£9.18
	9	16,755	£8.68			
Band 2	10	16,863	£8.74	3	18,065	£9.36
	11	17,007	£8.82			
	12	17,173	£8.90	4	18,426	£9.55
	13	17,391	£9.01			
Band 3	14	17,681	£9.16	5	18,795	£9.74
	15	17,972	£9.32			
	16	18,319	£9.50	6	19,171	£9.94
	17	18,672	£9.68			
Band 4	18	18,870	£9.78	7	19,554	£10.14
	19	19,446	£10.08	8	19,945	£10.34
	20	19,819	£10.27	9	20,344	£10.54
				10	20,751	£10.76
	21	20,541	£10.65	11	21,166	£10.97
Band 5	22	21,074	£10.92	12	21,589	£11.19
				13	22,021	£11.41
	23	21,693	£11.24	14	22,462	£11.64
	24	22,401	£11.61	15	22,911	£11.88
				16	23,369	£12.11
	25	23,111	£11.98	17	23,836	£12.35
Band 6				18	24,313	£12.60
	26	23,866	£12.37	19	24,799	£12.85
	27	24,657	£12.78	20	25,295	£13.11
				21	25,801	£13.37
	28	25,463	£13.20	22	26,317	£13.64
Band 7	29	26,470	£13.72	23	26,999	£13.99
	30	27,358	£14.18	24	27,905	£14.46
	31	28,221	£14.63	25	28,785	£14.92
	32	29,055	£15.06	26	29,636	£15.36
	33	29,909	£15.50	27	30,507	£15.81
	34	30,756	£15.94	28	31,371	£16.26
Band 8	35	31,401	£16.28	29	32,029	£16.60
	36	32,233	£16.71	30	32,878	£17.04
	37	33,136	£17.18	31	33,799	£17.52
	38	34,106	£17.68	32	34,788	£18.03
	39	35,229	£18.26	33	35,934	£18.63
Band 9	40	36,153	£18.74	34	36,876	£19.11
	41	37,107	£19.23	35	37,849	£19.62
	42	38,052	£19.72	36	38,813	£20.12
	43	39,002	£20.22	37	39,782	£20.62
	44	39,961	£20.71	38	40,760	£21.13
Band 10	45	40,858	£21.18	39	41,675	£21.60
	46	41,846	£21.69	40	42,683	£22.12
	47	42,806	£22.19	41	43,662	£22.63
	48	43,757	£22.68	42	44,632	£23.13
	49	44,697	£23.17	43	45,591	£23.63