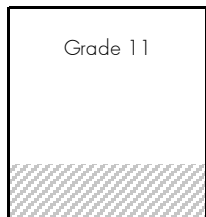
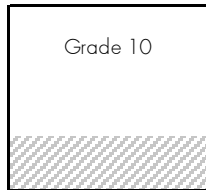
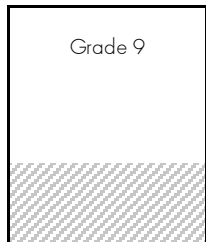
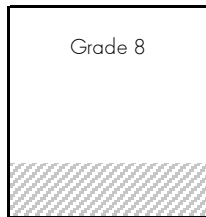
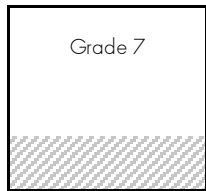
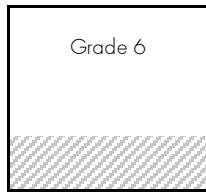
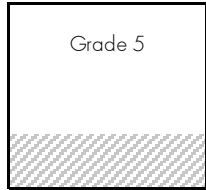
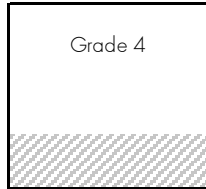
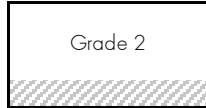
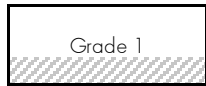


**Spine Point**

**Salary\***

1	no longer in use
2	no longer in use
3	£21,415
4	£21,667
5	£21,964
6	£22,265
7	£22,582
8	£22,877
9	£23,217
10	£23,621
11	£24,089
12	£24,600
13	£25,140
14	£25,701
15	£26,278
16	£26,882
17	£27,523
18	£28,209
19	£28,902
20	£29,656
21	£30,366
22	£31,140
23	£31,949
24	£32,780
25	£33,638
26	£34,521
27	£35,428
28	£36,367
29	£37,333
30	£38,327
31	£39,351
32	£40,405
33	£41,492
34	£42,612
35	£43,764
36	£44,952
37	£46,172
38	£47,459
39	£48,730
40	£50,066
41	£51,444
42	£52,860
43	£54,320
44	£55,822
45	£57,373
46	£58,969
47	£60,612
48	£62,303
49	£64,045
50	£65,843
51	£67,691
52	£69,553
53	£71,619
54	£73,767
55	£75,979
56	£78,258
57	£80,605



\* Salaries are correct at 1 August 2021. Salaries are inclusive of London Weighting which is assimilated into the RCM payscale.

Staff are entitled to an annual increment each year on 1 August (dependent on 6 complete months service) until they reach the top of the grade. The shaded points are only used in exceptional circumstances and are not normally available for progression.