

Current

31		£ 39,906
30		£ 38,784
29		£ 37,694
28		£ 36,636
27		£ 35,608
26		£ 34,610
25	E	£ 33,951
22		£ 31,236
21		£ 30,378
20		£ 29,588
19		£ 28,778
18	D	£ 28,031

Proposed

31		£ 39,906
30		£ 38,784
29		£ 37,694
28		£ 36,636
27		£ 35,608
26		£ 34,610
25	E	£ 33,951
23		£ 32,080
22		£ 31,236
21	D	£ 30,378
20		£ 30,378
19		£ 30,378
18		£ 30,378

Colleagues on points 18 to 20 receive increases to point 21 from conclusion of negotiation. From 1 August 2026, point 21 will become the bottom of the grade and point 23 will be added to the grade.

Pay rates in Grades B and C are higher of local rate based on the Living Wage Foundation Living Wage or the national (JNCHEs) rate.

		Salary from 1 Nov 2025	JNCHEs rate from 1 Aug 25	
L9		* £30,339	£ 26,093	15
L8		* £29,744	£ 25,804	14
L7		* £29,161	£ 25,249	13
L6		* £28,589	£ 24,685	12
L5	C	* £28,029	£ 24,215	11
L4		* £26,694	£ 23,061	8
L3		* £26,300	£ 22,768	7
L2		* £25,911	£ 22,595	6
L1	B	* £25,528	£ 22,595	5

Pay rates in Grades B and C will be higher of 2025 local rate or the national (JNCHEs) rate.

		LOCAL Rate (Nov 2025)	JNCHEs rate (Aug 25)	
L9		£30,339	£29,588	20
L8		£29,744	£28,778	19
L7		£29,161	£28,031	18
L6		£28,589	£27,319	17
L5	C	£28,029	£26,707	16
L4		£26,694	£26,093	15
L3		£26,300	£25,804	14
L2		£25,911	£25,249	13
L1	B	£25,528	£24,685	12

In August 2026, points L1-L9 will be realigned to higher JNCHEs points. The rates shown are August 2025 JNCHEs rates. These rates will be increased by the nationally agreed amount in August 2026.

If a JNCHEs point moves above the 2025 LOCAL rate after the August 2026 increase, colleagues will move onto the higher JNCHEs rate

If a JNCHEs point remains below the 2025 LOCAL rate after the August 2026 increase, colleagues will remain on the higher 2025 LOCAL rate

The lowest point on the structure will continue to track the FLW.

If a future FLW increase means L1 becomes higher than the point above it, then that point will be set at the FLW rate.