



2018/19 IOE grade structure with spinal points

Grades		Spinal Point	2018-19			
			Aug-18	Hourly	inc LWA*	Hourly
	Grade 1/2	1	N/A	N/A	N/A	N/A
		2	15,842	8.70	18,302	10.06
		3	16,146	8.87	18,606	10.22
		4	16,460	9.04	18,920	10.40
		5	16,766	9.21	19,226	10.56
Grade 3	(2 cont)	6	17,079	9.38	19,539	10.74
		7	17,408	9.56	19,868	10.92
		8	17,751	9.75	20,211	11.10
		9	18,189	9.99	20,649	11.35
		10	18,688	10.27	21,148	11.62
(2 cont)	Grade 4	11	19,202	10.55	21,662	11.90
		12	19,730	10.84	22,190	12.19
		13	20,275	11.14	22,735	12.49
		14	20,836	11.45	23,296	12.80
		15	21,414	11.77	23,874	13.12
Grade 5	(2 cont)	16	22,017	12.10	24,477	13.45
		17	22,659	12.45	25,119	13.80
		18	23,334	12.82	25,794	14.17
		19	24,029	13.20	26,489	14.55
		20	24,771	13.61	27,231	14.96
		21	25,482	14.00	27,942	15.35
		22	26,243	14.42	28,703	15.77
(3 cont)	Grade 6	23	27,025	14.85	29,485	16.20
		24	27,830	15.29	30,290	16.64
		25	28,660	15.75	31,120	17.10
		26	29,515	16.22	31,975	17.57
		27	30,395	16.70	32,855	18.05
		28	31,302	17.20	33,762	18.55
		29	32,236	17.71	34,696	19.06
Grade 7	(3 cont)	30	33,199	18.24	35,659	19.59
		31	34,189	18.79	36,649	20.14
		32	35,211	19.35	37,671	20.70
		33	36,261	19.92	38,721	21.28
		34	37,345	20.52	39,805	21.87
		35	38,460	21.13	40,920	22.48
		36	39,609	21.76	42,069	23.11
(3 cont)	Grade 8	37	40,792	22.41	43,252	23.76
		38	42,036	23.10	44,496	24.45
		39	43,267	23.77	45,727	25.12
		40	44,559	24.48	47,019	25.83
		41	45,892	25.22	48,352	26.57
		42	47,263	25.97	49,723	27.32
		43	48,677	26.75	51,137	28.10
Grade 9	(3 cont)	44	50,132	27.55	52,592	28.90
		45	51,630	28.37	54,090	29.72
		46	53,174	29.22	55,634	30.57
		47	54,765	30.09	57,225	31.44
		48	56,403	30.99	58,863	32.34
		49	58,089	31.92	60,549	33.27
		(2 cont)	Grade 10	50	59,828	32.87
	51	61,618		33.86	64,078	35.21
		52	63,462	34.87	65,922	36.22

cont = contribution spinal points

*London Allowance £2,460