

2021-22 IOE grade structure with spinal points

Grades	Spinal Point	2019-20				2020-21				2021-22			
		Aug-19	Hourly	inc LWA*	Hourly	Aug-20	Hourly	inc LWA*	Hourly	Aug-21	Hourly	inc LWA*	Hourly
	1/2	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2	16,420	9.02	18,924	10.40	16,420	9.02	18,974	10.43	N/A	N/A	N/A
		3	16,736	9.20	19,240	10.57	16,736	9.20	19,290	10.60	N/A	N/A	N/A
		4	17,046	9.37	19,550	10.74	17,046	9.37	19,600	10.77	N/A	N/A	N/A
		5	17,590	9.66	20,094	11.04	17,590	9.66	20,144	11.07	18,135	9.96	20,939
3	(2 cont)	6	17,682	9.72	20,186	11.09	17,682	9.72	20,236	11.12	18,212	10.01	21,016
		7	18,009	9.90	20,513	11.27	18,009	9.90	20,563	11.30	18,529	10.18	21,333
		8	18,342	10.08	20,846	11.45	18,342	10.08	20,896	11.48	18,852	10.36	21,656
		9	18,709	10.28	21,213	11.66	18,709	10.28	21,263	11.68	19,209	10.55	22,013
		10	19,133	10.51	21,637	11.89	19,133	10.51	21,687	11.92	19,623	10.78	22,427
(2 cont)	4	11	19,612	10.78	22,116	12.15	19,612	10.78	22,166	12.18	20,092	11.04	22,896
		12	20,130	11.06	22,634	12.44	20,130	11.06	22,684	12.46	20,600	11.32	23,404
		13	20,675	11.36	23,179	12.74	20,675	11.36	23,229	12.76	21,135	11.61	23,939
		14	21,236	11.67	23,740	13.04	21,236	11.67	23,790	13.07	21,686	11.92	24,490
		15	21,814	11.99	24,318	13.36	21,814	11.99	24,368	13.39	22,254	12.23	25,058
5	(2 cont)	16	22,417	12.32	24,921	13.69	22,417	12.32	24,971	13.72	22,847	12.55	25,651
		17	23,067	12.67	25,571	14.05	23,067	12.67	25,621	14.08	23,487	12.90	26,291
		18	23,754	13.05	26,258	14.43	23,754	13.05	26,308	14.45	24,174	13.28	26,978
		19	24,461	13.44	26,965	14.82	24,461	13.44	27,015	14.84	24,871	13.67	27,675
		20	25,217	13.86	27,721	15.23	25,217	13.86	27,771	15.26	25,627	14.08	28,431
		21	25,941	14.25	28,445	15.63	25,941	14.25	28,495	15.66	26,341	14.47	29,145
		22	26,715	14.68	29,219	16.05	26,715	14.68	29,269	16.08	27,116	14.90	29,920
(3 cont)	6	23	27,511	15.12	30,015	16.49	27,511	15.12	30,065	16.52	27,924	15.34	30,728
		24	28,331	15.57	30,835	16.94	28,331	15.57	30,885	16.97	28,756	15.80	31,560
		25	29,176	16.03	31,680	17.41	29,176	16.03	31,730	17.43	29,614	16.27	32,418
		26	30,046	16.51	32,550	17.88	30,046	16.51	32,600	17.91	30,497	16.76	33,301
		27	30,942	17.00	33,446	18.38	30,942	17.00	33,496	18.40	31,406	17.26	34,210
		28	31,866	17.51	34,370	18.88	31,866	17.51	34,420	18.91	32,344	17.77	35,148
		29	32,817	18.03	35,321	19.41	32,817	18.03	35,371	19.43	33,309	18.30	36,113
7	(3 cont)	30	33,797	18.57	36,301	19.95	33,797	18.57	36,351	19.97	34,304	18.85	37,108
		31	34,804	19.12	37,308	20.50	34,804	19.12	37,358	20.53	35,326	19.41	38,130
		32	35,845	19.70	38,349	21.07	35,845	19.70	38,399	21.10	36,382	19.99	39,186
		33	36,914	20.28	39,418	21.66	36,914	20.28	39,468	21.69	37,467	20.59	40,271
		34	38,017	20.89	40,521	22.26	38,017	20.89	40,571	22.29	38,587	21.20	41,391
		35	39,152	21.51	41,656	22.89	39,152	21.51	41,706	22.92	39,739	21.83	42,543
		36	40,322	22.15	42,826	23.53	40,322	22.15	42,876	23.56	40,927	22.49	43,731
(3 cont)	8	37	41,526	22.82	44,030	24.19	41,526	22.82	44,080	24.22	42,149	23.16	44,953
		38	42,792	23.51	45,296	24.89	42,792	23.51	45,346	24.92	43,434	23.87	46,238
		39	44,045	24.20	46,549	25.58	44,045	24.20	46,599	25.60	44,706	24.56	47,510
		40	45,361	24.92	47,865	26.30	45,361	24.92	47,915	26.33	46,042	25.30	48,846
		41	46,718	25.67	49,222	27.05	46,718	25.67	49,272	27.07	47,419	26.05	50,223
		42	48,114	26.44	50,618	27.81	48,114	26.44	50,668	27.84	48,835	26.83	51,639
		43	49,553	27.23	52,057	28.60	49,553	27.23	52,107	28.63	50,296	27.64	53,100
9	(3 cont)	44	51,034	28.04	53,538	29.42	51,034	28.04	53,588	29.44	51,799	28.46	54,603
		45	52,560	28.88	55,064	30.25	52,560	28.88	55,114	30.28	53,348	29.31	56,152
		46	54,131	29.74	56,635	31.12	54,131	29.74	56,685	31.15	54,943	30.19	57,747
		47	55,750	30.63	58,254	32.01	55,750	30.63	58,304	32.04	56,587	31.09	59,391
		48	57,418	31.55	59,922	32.92	57,418	31.55	59,972	32.95	58,279	32.02	61,083
		49	59,135	32.49	61,639	33.87	59,135	32.49	61,689	33.90	60,022	32.98	62,826
(2 cont)	10	50	60,905	33.46	63,409	34.84	60,905	33.46	63,459	34.87	61,818	33.97	64,622
		51	62,727	34.47	65,231	35.84	62,727	34.47	65,281	35.87	63,668	34.98	66,472
		52	64,604	35.50	67,108	36.87	64,604	35.50	67,158	36.90	65,573	36.03	68,377

cont = contribution spinal points

*London Allowance £2,804