



2022-23 IOE grade structure with spinal points

Grades		Spinal Point	2022-23			
			Aug-22	Hourly	inc LWA*	Hourly
	1/2	1	N/A	N/A	N/A	N/A
		2	N/A	N/A	N/A	N/A
		3	N/A	N/A	N/A	N/A
		4	N/A	N/A	N/A	N/A
		5	19,333	10.62	22,221	12.21
3	(2 cont)	6	19,578	10.76	22,466	12.34
		7	19,863	10.91	22,751	12.50
		8	20,134	11.06	23,022	12.65
		9	20,400	11.21	23,288	12.80
		10	20,761	11.41	23,649	12.99
(2 cont)	4	11	21,197	11.65	24,085	13.23
		12	21,630	11.88	24,518	13.47
		13	22,149	12.17	25,037	13.76
		14	22,662	12.45	25,550	14.04
		15	23,144	12.72	26,032	14.30
5	(2 cont)	16	23,715	13.03	26,603	14.62
		17	24,285	13.34	27,173	14.93
		18	24,948	13.71	27,836	15.29
		19	25,642	14.09	28,530	15.68
		20	26,396	14.50	29,284	16.09
		21	27,131	14.91	30,019	16.49
		22	27,929	15.35	30,817	16.93
(3 cont)	6	23	28,762	15.80	31,650	17.39
		24	29,619	16.27	32,507	17.86
		25	30,502	16.76	33,390	18.35
		26	31,411	17.26	34,299	18.85
		27	32,348	17.77	35,236	19.36
		28	33,314	18.30	36,202	19.89
		29	34,308	18.85	37,196	20.44
7	(3 cont)	30	35,333	19.41	38,221	21.00
		31	36,386	19.99	39,274	21.58
		32	37,474	20.59	40,362	22.18
		33	38,592	21.20	41,480	22.79
		34	39,745	21.84	42,633	23.42
		35	40,931	22.49	43,819	24.08
		36	42,155	23.16	45,043	24.75
(3 cont)	8	37	43,414	23.85	46,302	25.44
		38	44,737	24.58	47,625	26.17
		39	46,047	25.30	48,935	26.89
		40	47,423	26.06	50,311	27.64
		41	48,841	26.84	51,729	28.42
		42	50,300	27.64	53,188	29.22
		43	51,805	28.46	54,693	30.05
9	(3 cont)	44	53,353	29.31	56,241	30.90
		45	54,949	30.19	57,837	31.78
		46	56,592	31.09	59,480	32.68
		47	58,284	32.02	61,172	33.61
		48	60,027	32.98	62,915	34.57
(2 cont)	10	49	61,823	33.97	64,711	35.56
		50	63,673	34.99	66,561	36.57
		51	65,578	36.03	68,466	37.62
		52	67,540	37.11	70,428	38.70

cont = contribution spinal points

*London Allowance £4000 is payable in addition for those working in London. For those working in spaces immediately bordering London, such as Dorking and Wickford, an Allowance of £2,000 per annum is payable.