

Band	Spine Point	2017/18 (current)	2018/19 (Year 1)	2019/20 (Year 2)	2020/21 (Year 3)	Earnings gain (£)	Earnings gain (%)
1	2	£15,404	£17,460	£17,652	£18,005	£2,601	16.89%
	3	£15,671	£17,460	£17,652	£18,005	£2,334	14.89%
2	2	£15,404	£17,460	£17,652	£19,337	£3,933	25.53%
	3	£15,671	£17,460	£17,652	£19,337	£3,666	23.39%
	4	£16,104	£17,460	£17,652	£19,337	£3,233	20.08%
	5	£16,536	£17,460	£17,983	£19,337	£2,801	16.94%
	6	£16,968	£17,787	£19,020	£19,337	£2,369	13.96%
	7	£17,524	£18,702	£19,020	£19,337	£1,813	10.35%
	8	£18,157	£18,702	£19,020	£19,337	£1,180	6.50%
3	6	£16,968	£17,787	£18,813	£21,142	£4,174	24.60%
	7	£17,524	£18,429	£18,813	£21,142	£3,618	20.65%
	8	£18,157	£18,608	£19,332	£21,142	£2,985	16.44%
	9	£18,333	£19,122	£19,917	£21,142	£2,809	15.32%
	10	£18,839	£19,700	£20,795	£21,142	£2,303	12.22%
	11	£19,409	£20,448	£20,795	£21,142	£1,733	8.93%
	12	£19,852	£20,448	£20,795	£21,142	£1,290	6.50%
4	11	£19,409	£20,150	£21,089	£24,157	£4,748	24.46%
	12	£19,852	£20,859	£21,819	£24,157	£4,305	21.69%
	13	£20,551	£21,582	£22,482	£24,157	£3,606	17.55%
	14	£21,263	£22,238	£22,707	£24,157	£2,894	13.61%
	15	£21,909	£22,460	£23,761	£24,157	£2,248	10.26%
	16	£22,128	£23,363	£23,761	£24,157	£2,029	9.17%
	17	£22,683	£23,363	£23,761	£24,157	£1,474	6.50%
5	16	£22,128	£23,023	£24,214	£26,970	£4,842	21.88%
	17	£22,683	£23,951	£26,220	£27,416	£4,733	20.87%
	18	£23,597	£24,915	£26,220	£27,416	£3,819	16.18%
	19	£24,547	£25,934	£27,260	£30,615	£6,068	24.72%
	20	£25,551	£26,963	£28,358	£30,615	£5,064	19.82%
	21	£26,565	£28,050	£30,112	£30,615	£4,050	15.25%
	22	£27,635	£29,608	£30,112	£30,615	£2,980	10.78%
	23	£28,746	£29,608	£30,112	£30,615	£1,869	6.50%
6	21	£26,565	£28,050	£30,401	£33,176	£6,611	24.89%
	22	£27,635	£29,177	£32,525	£33,176	£5,541	20.05%
	23	£28,746	£30,070	£32,525	£33,779	£5,033	17.51%
	24	£29,626	£31,121	£32,525	£33,779	£4,153	14.02%
	25	£30,661	£32,171	£33,587	£37,890	£7,229	23.58%
	26	£31,696	£33,222	£34,782	£37,890	£6,194	19.54%
	27	£32,731	£34,403	£37,267	£37,890	£5,159	15.76%
	28	£33,895	£36,644	£37,267	£37,890	£3,995	11.79%
	29	£35,577	£36,644	£37,267	£37,890	£2,313	6.50%

Band	Spine Point	2017/18 (current)	2018/19 (Year 1)	2019/20 (Year 2)	2020/21 (Year 3)	Earnings gain (£)	Earnings gain (%)
7	26	£31,696	£33,222	£37,570	£40,894	£9,198	29.02%
	27	£32,731	£34,403	£37,570	£40,894	£8,163	24.94%
	28	£33,895	£36,111	£38,765	£41,723	£7,828	23.09%
	29	£35,577	£37,161	£38,765	£41,723	£6,146	17.28%
	30	£36,612	£38,344	£40,092	£44,503	£7,891	21.55%
	31	£37,777	£39,656	£41,486	£44,503	£6,726	17.80%
	32	£39,070	£41,034	£43,772	£44,503	£5,433	13.91%
	33	£40,428	£43,041	£43,772	£44,503	£4,075	10.08%
8a	34	£41,787	£43,041	£43,772	£44,503	£2,716	6.50%
	33	£40,428	£42,414	£44,606	£46,518	£6,090	15.06%
	34	£41,787	£44,121	£46,331	£48,519	£6,732	16.11%
	35	£43,469	£45,827	£48,324	£51,668	£8,199	18.86%
	36	£45,150	£47,798	£50,819	£51,668	£6,518	14.44%
	37	£47,092	£49,969	£50,819	£51,668	£4,576	9.72%
8b	38	£48,514	£49,969	£50,819	£51,668	£3,154	6.50%
	37	£47,092	£49,242	£52,306	£55,450	£8,358	17.75%
	38	£48,514	£51,737	£55,226	£58,383	£9,869	20.34%
	39	£50,972	£54,625	£58,148	£62,001	£11,029	21.64%
	40	£53,818	£57,515	£60,983	£62,001	£8,183	15.20%
	41	£56,665	£59,964	£60,983	£62,001	£5,336	9.42%
8c	42	£58,217	£59,964	£60,983	£62,001	£3,784	6.50%
	41	£56,665	£59,090	£61,777	£64,931	£8,266	14.59%
	42	£58,217	£61,105	£64,670	£69,285	£11,068	19.01%
	43	£60,202	£63,966	£69,007	£73,664	£13,462	22.36%
	44	£63,021	£68,256	£72,597	£73,664	£10,643	16.89%
	45	£67,247	£71,243	£72,597	£73,664	£6,417	9.54%
8d	46	£69,168	£71,243	£72,597	£73,664	£4,496	6.50%
	45	£67,247	£70,206	£73,936	£77,863	£10,616	15.79%
	46	£69,168	£73,132	£77,550	£81,821	£12,653	18.29%
	47	£72,051	£76,707	£81,493	£87,754	£15,703	21.79%
	48	£75,573	£80,606	£86,687	£87,754	£12,181	16.12%
	49	£79,415	£85,333	£86,687	£87,754	£8,339	10.50%
9	50	£83,258	£85,333	£86,687	£87,754	£4,496	5.40%
	49	£79,415	£84,507	£89,537	£94,213	£14,798	18.63%
	50	£83,258	£88,563	£93,835	£98,736	£15,478	18.59%
	51	£87,254	£92,814	£98,339	£104,927	£17,673	20.25%
	52	£91,442	£97,269	£103,860	£104,927	£13,485	14.75%
	53	£95,832	£102,506	£103,860	£104,927	£9,095	9.49%
	54	£100,431	£102,506	£103,860	£104,927	£4,496	4.48%