



2019/20 IOE grade structure with spinal points

Grades	Spinal Point	2019-20			
		Aug-19	Hourly	inc LWA*	Hourly
1/2	1	N/A	N/A	N/A	N/A
	2	16,420	9.02	18,924	10.40
	3	16,736	9.20	19,240	10.57
	4	17,046	9.37	19,550	10.74
	5	17,590	9.66	20,094	11.04
3 (2 cont)	6	17,682	9.72	20,186	11.09
	7	18,009	9.90	20,513	11.27
	8	18,342	10.08	20,846	11.45
	9	18,709	10.28	21,213	11.66
	10	19,133	10.51	21,637	11.89
(2 cont) 4	11	19,612	10.78	22,116	12.15
	12	20,130	11.06	22,634	12.44
	13	20,675	11.36	23,179	12.74
	14	21,236	11.67	23,740	13.04
	15	21,814	11.99	24,318	13.36
5 (2 cont)	16	22,417	12.32	24,921	13.69
	17	23,067	12.67	25,571	14.05
	18	23,754	13.05	26,258	14.43
	19	24,461	13.44	26,965	14.82
	20	25,217	13.86	27,721	15.23
	21	25,941	14.25	28,445	15.63
	22	26,715	14.68	29,219	16.05
(3 cont) 6	23	27,511	15.12	30,015	16.49
	24	28,331	15.57	30,835	16.94
	25	29,176	16.03	31,680	17.41
	26	30,046	16.51	32,550	17.88
	27	30,942	17.00	33,446	18.38
	28	31,866	17.51	34,370	18.88
	29	32,817	18.03	35,321	19.41
7 (3 cont)	30	33,797	18.57	36,301	19.95
	31	34,804	19.12	37,308	20.50
	32	35,845	19.70	38,349	21.07
	33	36,914	20.28	39,418	21.66
	34	38,017	20.89	40,521	22.26
	35	39,152	21.51	41,656	22.89
	36	40,322	22.15	42,826	23.53
(3 cont) 8	37	41,526	22.82	44,030	24.19
	38	42,792	23.51	45,296	24.89
	39	44,045	24.20	46,549	25.58
	40	45,361	24.92	47,865	26.30
	41	46,718	25.67	49,222	27.05
	42	48,114	26.44	50,618	27.81
	43	49,553	27.23	52,057	28.60
9 (3 cont)	44	51,034	28.04	53,538	29.42
	45	52,560	28.88	55,064	30.25
	46	54,131	29.74	56,635	31.12
	47	55,750	30.63	58,254	32.01
	48	57,418	31.55	59,922	32.92
	49	59,135	32.49	61,639	33.87
(2 cont) 10	50	60,905	33.46	63,409	34.84
	51	62,727	34.47	65,231	35.84
	52	64,604	34.87	67,108	36.87

cont = contribution spinal points  
 \*London Allowance £2,504 per annum