

**Full-time equivalent annual
rate of pay**

**Non-consolidated lump
sum payment***

Grade		Spinal Column Point (SCP)	Up to 31 December 2014	From 1 January 2015	Paid with December 2014 pay	To be paid with April 2015 pay
Grade 2	Grade 1	5	£12,540	£13,500	£325	Note: points 5 to 9 were removed from 1 January 2015 when the Durham Living Wage was introduced, and all staff previously paid at those points were moved on to point 10.
		6	£12,614	£13,614	£325	
		7	£12,915	£13,715	£325	
		8	£13,321	£13,871	£150	
		9	£13,725	£14,075	£150	
		10	£14,013	£14,338	£150	
Grade 4	Grade 3	11	£14,880	£15,207	£100	
		12	£15,189	£15,523	£100	
		13	£15,598	£15,941	£100	
		14	£15,882	£16,231	£100	
Grade 6	Grade 5	15	£16,215	£16,572	£100	
		16	£16,604	£16,969	£100	
		17	£16,998	£17,372	£100	
		18	£17,333	£17,714	£100	
Grade 8	Grade 7	19	£17,980	£18,376	£100	
		20	£18,638	£19,048	£100	
		21	£19,317	£19,742	£100	
		22	£19,817	£20,253	£100	
Grade 10	Grade 9	23	£20,400	£20,849	£100	
		24	£21,067	£21,530	£100	
		25	£21,734	£22,212	£100	
		26	£22,443	£22,937	£100	
Grade 12	Grade 8	27	£23,188	£23,698	£100	£3
		28	£23,945	£24,472	£100	£7
		29	£24,892	£25,440	£100	£10
		30	£25,727	£26,293	£100	£14
Grade 14	Grade 11	31	£26,539	£27,123	£100	£18
		32	£27,323	£27,924	£100	£22
		33	£28,127	£28,746	£100	£26
		34	£28,922	£29,558	£100	£29
Grade 14	Grade 12	35	£29,528	£30,178	£100	£33
		36	£30,311	£30,978	£100	£36
		37	£31,160	£31,846	£100	£39
		38	£32,072	£32,778	£100	£43
Grade 14	Grade 13	39	£33,128	£33,857	£100	£47
		40	£33,998	£34,746	£100	£52
		41	£34,894	£35,662	£100	£56
		42	£35,784	£36,571	£100	£60
Grade 14	Grade 13	43	£36,676	£37,483	£100	£65
		44	£37,578	£38,405	£100	£69
		45	£38,422	£39,267	£100	£73
		46	£39,351	£40,217	£100	£77
Grade 14	Grade 13	47	£40,254	£41,140	£100	£81
		48	£41,148	£42,053	£100	£85
		49	£42,032	£42,957	£100	£89
						£93

*see note on following page

Note: the non-consolidated payments:

- * Will not affect an individual's annual rate of pay
- * Are subject tax, National Insurance and pension contributions as appropriate
- * Will only be paid to employees who were under NJC terms and conditions who were in post on 1 December 2014
- * Will be adjusted for anyone working part-time and/or term-time only in line with the individual's contract
- * Will be based on the individual's position as at 1 December 2014 (including any payment due in April 2015)