

ABC Pay Spine	From 01/02/2026	From 01/02/2026
17	£24,768.00	£12.84
18	£25,462.00	£13.20
19	£26,175.00	£13.57
20	£26,824.00	£13.90
21	£27,581.00	£14.30
22	£28,361.00	£14.70
23	£29,179.00	£15.13
24	£30,001.00	£15.55
25	£30,863.00	£16.00
26	£31,758.00	£16.46
27	£32,709.00	£16.95
28	£33,684.00	£17.46
29	£34,700.00	£17.99
30	£35,738.00	£18.52
31	£36,800.00	£19.08
32	£37,912.00	£19.65
33	£39,034.00	£20.23
34	£40,211.00	£20.84
35	£41,403.00	£21.46
36	£42,645.00	£22.11
37	£43,919.00	£22.77
38	£45,236.00	£23.45
39	£46,593.00	£24.15
40	£47,993.00	£24.88
41	£49,423.00	£25.62
42	£50,904.00	£26.39
43	£52,432.00	£27.18
44	£53,992.00	£27.99
45	£55,611.00	£28.83
46	£57,282.00	£29.69
47	£58,990.00	£30.58
48	£60,758.00	£31.49
49	£62,577.00	£32.44

50	£64,448.00	£33.41
51	£66,380.00	£34.41
52	£68,376.00	£35.44
53	£70,416.00	£36.50
54	£72,533.00	£37.60
55	£74,695.00	£38.72
56	£76,945.00	£39.89
57	£79,239.00	£41.07
58	£81,610.00	£42.30
59	£84,056.00	£43.57
60	£86,575.00	£44.88
61	£89,171.00	£46.22
62	£91,842.00	£47.61
63	£94,595.00	£49.03
64	£97,426.00	£50.50
65	£100,343.00	£52.01
66	£103,353.00	£53.57
67	£106,450.00	£55.18
68	£109,638.00	£56.83

01/02/2026

NMW	Hourly Rate
21 and over (NLW)	£12.21
18 to 20	£10.00
Under 18	£7.55
Apprentice*	£7.55

Variable Lecturing Rate
£22.29