

YHN 2010 Onwards – a New Pay Structure

| Spinal Column Point (£) | Grades up to March 2010 | Grades from Sept 2010 (JE points) |
|--------------------------------|--|--|
| 56 (48,234) | POC (44-51) | Y 9 (671-720) |
| 55 (47,213) | | |
| 54 (46,219) | | |
| 53 (45,252) | | |
| 52 (44,317) | | |
| 51 (43,402) | | |
| 50 (42,502) | | |
| 49 (41,616) | | |
| 48 (40,741) | | |
| 47 (39,855) | | |
| 46 (38,961) | | |
| 45 (38,042) | | |
| 44 (37,206) | | |
| 43 (36,313) | PO11 PO10 PO9 PO8 PO7 PO6 PO5 PO4 PO3 | Y 7 (576-625) |
| 42 (35,430) | | |
| 41 (34,549) | | |
| 40 (33,661) | | |
| 39 (32,800) | | |
| 38 (31,754) | | |
| 37 (30,851) | | |
| 36 (30,011) | | |
| 35 (29,236) | | |
| 34 (28,636) | | |
| 33 (27,849) | PO2 PO1 SO2 | Y 6 (546-575) |
| 32 (27,052) | | |
| 31 (26,276) | | |
| 30 (25,472) | | |
| 29 (24,646) | | |
| 28 (23,708) | | |
| 27 (22,958) | | |
| 26 (22,221) | | |
| 25 (21,519) | | |
| 24 (20,858) | | |
| 23 (20,198) | SO1 | Y 5a (506 – 545) |
| 22 (19,621) | | |
| 21 (19,126) | | |
| 20 (18,453) | | |
| 19 (17,802) | | |
| 18 (17,161) | | |
| 17 (16,830) | | |
| 16 (16,440) | | |
| 15 (16,054) | | |
| 14 (15,725) | | |
| 13 (15,444) | Scale 6 | Y 5 (470 – 505) |
| 12 (15,039) | | |
| 11 (14,733) | | |
| 10 (13,874) | | |
| 9 (13,589) | | |
| 8 (13,189) | | |
| 7 (12,787) | | |
| 6 (12,489) | | |
| 5 (12,312) | | |
| 4 (12,145) | | |
| 20 (18,453) | No longer exists | |
| 19 (17,802) | Scale 4 | Y 4 (380 – 429) |
| 18 (17,161) | | |
| 17 (16,830) | | |
| 16 (16,440) | | |
| 15 (16,054) | | |
| 14 (15,725) | Grade D | |
| 13 (15,444) | | |
| 12 (15,039) | | |
| 11 (14,733) | | |
| 10 (13,874) | | |
| 9 (13,589) | No longer exists | |
| 8 (13,189) | Grade C | Y 3 (330 – 379) |
| 7 (12,787) | | |
| 6 (12,489) | | |
| 5 (12,312) | | |
| 4 (12,145) | | |
| 9 (13,589) | Grade B | Y 2 (280 – 329) |
| 8 (13,189) | | |
| 7 (12,787) | | |
| 6 (12,489) | | |
| 5 (12,312) | | |
| 4 (12,145) | Grade A | Y 1 (up to 279) |

The dotted lines in Y4 and Y5 allow a degree of flexibility in a small number of cases where market forces apply. Otherwise individual jobs will not cross grade boundary lines. This is still subject to negotiation.