

Appendix 4A

1. Pay Spine for the Leadership Group from September 2005

Spine point	Annual Salary
	£
L1	33,249
L2	34,083
L3	34,935
L4	35,808
L5	36,699
L6	37,617
L7	38,634
L8	39,522
L9	40,509
L10	41,550
L11	42,627
L12	43,611
L13	44,703
L14	45,816
L15	46,956
L16	48,207
L17	49,314
L18	50,553
L19	51,807
L20	53,091
L21	54,405
L22	55,755
L23	57,135
L24	58,554
L25	60,009
L26	61,494
L27	63,015
L28	64,581
L29	66,180
L30	67,827
L31	69,504
L32	71,232
L33	73,002
L34	74,808
L35	76,668
L36	78,564
L37	80,520
L38	82,512
L39	84,522
L40	86,634
L41	88,797
L42	91,020
L43	93,297

2. Pay Ranges for Principals

Group	Range of spine points	Salary Range from 1 September 2005
		£
1	L6-L18	37,617 – 50,553
2	L8-L21	39,522 – 54,405
3	L11-L24	42,627 – 58,554
4	L14-L27	45,816 – 63,015
5	L18-L31	50,553 – 69,504
6	L21-L35	54,405 – 76,668
7	L24-L39	58,554 – 84,522
8	L28-L43	64,581 – 93,297