

# RCM Payscale 2025-26

Effective 1 August 2025

This document is a summary of the RCM payscale showing the Grades and spine points currently in use. The full payscale is available on request from Human Resources.

Staff are entitled to an annual increment each year on 1 August (dependent on 6 complete months service) until they reach the top of the grade.

| Spine Point | Salary* |          |
|-------------|---------|----------|
| 6           | £27,170 | Grade 3  |
| 7           | £27,480 |          |
| 8           | £27,735 |          |
| 9           | £27,989 |          |
| 10          | £28,368 | Grade 4  |
| 11          | £28,848 |          |
| 12          | £29,321 |          |
| 13          | £29,907 |          |
| 14          | £30,488 | Grade 5  |
| 15          | £30,734 |          |
| 16          | £31,379 |          |
| 17          | £32,003 |          |
| 18          | £32,738 | Grade 6  |
| 19          | £33,510 |          |
| 20          | £34,350 |          |
| 21          | £35,173 |          |
| 22          | £36,069 | Grade 7  |
| 23          | £37,006 |          |
| 24          | £37,968 |          |
| 25          | £38,962 |          |
| 26          | £39,608 | Grade 8  |
| 27          | £40,649 |          |
| 28          | £41,727 |          |
| 29          | £42,834 |          |
| 30          | £43,975 | Grade 9  |
| 31          | £45,150 |          |
| 32          | £46,359 |          |
| 33          | £47,606 |          |
| 34          | £48,891 | Grade 10 |
| 35          | £50,213 |          |
| 36          | £51,577 |          |
| 37          | £52,977 |          |
| 38          | £54,453 | Grade 11 |
| 39          | £55,911 |          |
| 40          | £57,444 |          |
| 41          | £59,025 |          |
| 42          | £60,649 | Grade 12 |
| 43          | £62,325 |          |
| 44          | £64,048 |          |
| 45          | £65,828 |          |
| 46          | £67,659 | Grade 13 |
| 47          | £69,544 |          |
| 48          | £71,484 |          |
| 49          | £73,483 |          |
| 50          | £75,546 | Grade 14 |
| 51          | £77,667 |          |
| 52          | £79,803 |          |
| 53          | £82,173 |          |
| 54          | £84,638 | Grade 15 |
| 55          | £87,176 |          |

\* Salaries are correct at 1 August 2025. Salaries are inclusive of London Weighting which is assimilated into the RCM payscale.