

NJC PAY AND GRADING SCALES

| April 2020 Rates | | | | | April 2021 Rates | | | | |
|------------------|-----------------|---------|-------------|-------------|------------------|-----------------|---------|-------------|-------------|
| SCP | Grades | Annual | Hourly Rate | Casual Rate | SCP | Grades | Annual | Hourly Rate | Casual Rate |
| | | £ | £ | £ | | | £ | £ | £ |
| 3 | C | £18,562 | £9.62 | £10.65 | 3 | C | £18,887 | £9.79 | £10.84 |
| 4 | D | £18,933 | £9.81 | £10.87 | 4 | D | £19,264 | £9.99 | £11.06 |
| 5 | E | £19,312 | £10.01 | £11.08 | 5 | E | £19,650 | £10.19 | £11.28 |
| 6 | | £19,698 | £10.21 | £11.31 | 6 | | £20,043 | £10.39 | £11.50 |
| 7 | F | £20,092 | £10.41 | £11.53 | 7 | F | £20,444 | £10.60 | £11.73 |
| 8 | | £20,493 | £10.62 | £11.76 | 8 | | £20,852 | £10.81 | £11.97 |
| 9 | G | £20,903 | £10.83 | £12.00 | 9 | G | £21,269 | £11.02 | £12.21 |
| 10 | | £21,322 | £11.05 | £12.24 | 10 | | £21,695 | £11.25 | £12.45 |
| 11 | | £21,748 | £11.27 | £12.48 | 11 | | £22,129 | £11.47 | £12.70 |
| 12 | | £22,183 | £11.50 | £12.73 | 12 | | £22,571 | £11.70 | £12.96 |
| 13 | SCP 13 not used | | | | 13 | SCP 13 not used | | | |
| 14 | H | £23,080 | £11.96 | £13.25 | 14 | H | £23,484 | £12.17 | £13.48 |
| 15 | | £23,541 | £12.20 | £13.51 | 15 | | £23,953 | £12.42 | £13.75 |
| 16 | | £24,012 | £12.45 | £13.78 | 16 | | £24,432 | £12.66 | £14.02 |
| 17 | | £24,491 | £12.69 | £14.06 | 17 | | £24,920 | £12.92 | £14.30 |
| 18 | SCP 18 not used | | | | 18 | SCP 18 not used | | | |
| 19 | I | £25,481 | £13.21 | £14.63 | 19 | I | £25,927 | £13.44 | £14.88 |
| 20 | | £25,991 | £13.47 | £14.92 | 20 | | £26,446 | £13.71 | £15.18 |
| 21 | | £26,511 | £13.74 | £15.22 | 21 | | £26,975 | £13.98 | £15.48 |
| 22 | | £27,041 | £14.02 | £15.52 | 22 | | £27,514 | £14.26 | £15.79 |
| 23 | J | £27,741 | £14.38 | £15.92 | 23 | J | £28,226 | £14.63 | £16.20 |
| 24 | | £28,672 | £14.86 | £16.46 | 24 | | £29,174 | £15.12 | £16.75 |
| 25 | | £29,577 | £15.33 | £16.98 | 25 | | £30,095 | £15.60 | £17.27 |
| 26 | | £30,451 | £15.78 | £17.48 | 26 | | £30,984 | £16.06 | £17.78 |
| 27 | K | £31,346 | £16.25 | £17.99 | 27 | K | £31,895 | £16.53 | £18.31 |
| 28 | | £32,234 | £16.71 | £18.50 | 28 | | £32,798 | £17.00 | £18.83 |
| 29 | | £32,910 | £17.06 | £18.89 | 29 | | £33,486 | £17.36 | £19.22 |
| 30 | | £33,782 | £17.51 | £19.39 | 30 | | £34,373 | £17.82 | £19.73 |
| 31 | L | £34,728 | £18.00 | £19.93 | 31 | L | £35,336 | £18.32 | £20.28 |
| 32 | | £35,745 | £18.53 | £20.52 | 32 | | £36,371 | £18.85 | £20.88 |
| 33 | | £36,922 | £19.14 | £21.19 | 33 | | £37,568 | £19.47 | £21.56 |
| 34 | M | £37,890 | £19.64 | £21.75 | 34 | M | £38,553 | £19.98 | £22.13 |
| 35 | | £38,890 | £20.16 | £22.32 | 35 | | £39,571 | £20.51 | £22.71 |
| 36 | | £39,880 | £20.67 | £22.89 | 36 | | £40,578 | £21.03 | £23.29 |
| 37 | N | £40,876 | £21.19 | £23.46 | 37 | N | £41,591 | £21.56 | £23.87 |
| 38 | | £41,881 | £21.71 | £24.04 | 38 | | £42,614 | £22.09 | £24.46 |
| 39 | | £42,821 | £22.20 | £24.58 | 39 | | £43,570 | £22.58 | £25.01 |
| 40 | O | £43,857 | £22.73 | £25.17 | 40 | O | £44,624 | £23.13 | £25.61 |
| 41 | | £44,863 | £23.25 | £25.75 | 41 | | £45,648 | £23.66 | £26.20 |
| 42 | | £45,859 | £23.77 | £26.32 | 42 | | £46,662 | £24.19 | £26.78 |
| 43 | P | £46,845 | £24.28 | £26.89 | 43 | P | £47,665 | £24.71 | £27.36 |
| 44 | | £47,962 | £24.86 | £27.53 | 44 | | £48,801 | £25.29 | £28.01 |
| 45 | | £49,168 | £25.49 | £28.22 | 45 | | £50,028 | £25.93 | £28.72 |
| 46 | Q | £50,242 | £26.04 | £28.84 | 46 | Q | £51,121 | £26.50 | £29.34 |
| 47 | | £51,112 | £26.49 | £29.34 | 47 | | £52,006 | £26.96 | £29.85 |
| 48 | | £52,002 | £26.95 | £29.85 | 48 | | £52,912 | £27.43 | £30.37 |
| 49 | Not used | | | | 49 | Not used | | | |
| 50 | SM4 | £56,073 | £29.06 | £32.19 | 50 | SM4 | £57,054 | £29.57 | £32.75 |
| 51 | | £57,242 | £29.67 | £32.86 | 51 | | £58,244 | £30.19 | £33.43 |
| 52 | | £58,412 | £30.28 | £33.53 | 52 | | £59,434 | £30.81 | £34.11 |
| 53 | Not used | | | | 53 | Not used | | | |
| 54 | SM3 | £60,749 | £31.49 | £34.87 | 54 | SM3 | £61,812 | £32.04 | £35.48 |
| 55 | | £61,916 | £32.09 | £35.54 | 55 | | £63,000 | £32.65 | £36.16 |
| 56 | | £63,080 | £32.70 | £36.21 | 56 | | £64,184 | £33.27 | £36.84 |
| 57 | SM2 | £71,973 | £37.31 | £41.31 | 57 | SM2 | £73,233 | £37.96 | £42.03 |
| 58 | SM1 | £80,697 | £41.83 | £46.32 | 58 | SM1 | £82,109 | £42.56 | £47.13 |