

NJC Pay Scale 2025

This pay scale applies to Local Government Employees and is effective 1 April 2025.

| Grade | Spinal Column Point (SPC) | Salary Figure 2024 | Hourly Rate 2024 | Salary Figure 2025 | Hourly Rate 2025 |
|-------|---------------------------|--------------------|------------------|--------------------|------------------|
| SO2 | 28 | £37,938 | £19.66 | £39,152 | £20.29 |
| | 27 | £37,035 | £19.20 | £38,220 | £19.81 |
| | 26 | £36,124 | £18.72 | £37,280 | £19.32 |
| SO1 | 25 | £35,235 | £18.26 | £36,363 | £18.85 |
| | 24 | £34,314 | £17.79 | £35,412 | £18.35 |
| | 23 | £33,366 | £17.29 | £34,434 | £17.85 |
| 6 | 22 | £32,654 | £16.93 | £33,699 | £17.47 |
| | 21 | £32,115 | £16.65 | £33,143 | £17.18 |
| | 20 | £31,586 | £16.37 | £32,597 | £16.90 |
| | 19 | £31,067 | £16.10 | £32,061 | £16.62 |
| | 18 | £30,559 | £15.84 | £31,537 | £16.35 |
| 5 | 17 | £30,060 | £15.58 | £31,022 | £16.08 |
| | 16 | £29,572 | £15.33 | £30,518 | £15.82 |
| | 15 | £29,093 | £15.08 | £30,024 | £15.56 |
| | 14 | £28,624 | £14.84 | £29,540 | £15.31 |
| | 13 | £28,163 | £14.60 | £29,064 | £15.06 |
| | 12 | £27,711 | £14.36 | £28,598 | £14.82 |
| 4 | 11 | £27,269 | £14.13 | £28,142 | £14.59 |
| | 10 | £26,835 | £13.91 | £27,694 | £14.35 |
| | 9 | £26,409 | £13.69 | £27,254 | £14.13 |
| | 8 | £25,992 | £13.47 | £26,824 | £13.90 |
| | 7 | £25,584 | £13.26 | £26,403 | £13.69 |
| 3 | 6 | £25,183 | £13.05 | £25,989 | £13.47 |
| | 5 | £24,790 | £12.85 | £25,583 | £13.26 |
| 2 | 5 | £24,790 | £12.85 | £25,583 | £13.26 |
| | 4 | £24,404 | £12.65 | £25,185 | £13.05 |
| 1 | 3 | £24,027 | £12.45 | £24,796 | £12.85 |
| | 2 | £23,656 | £12.26 | £24,413 | £12.65 |