

Teaching Assistants Pay Scale NJC 2026

This pay scale is effective from 1 April 2026

Please note that from 1 April 2026:

- SPC 2 has been deleted per the 2025 NJC pay agreement, with colleagues previously on this point moved to point 3
- SPCs 3, 4 and 5 were uplifted to reflect the Real Living Wage (an hourly rate of £13.45). Following agreement of the NJC Pay Award for 2026, SCP 4 and 5 are now above the Real Living Wage. SCP 3 continues to be uplifted to reflect the Real Living Wage.

Grade	Spinal Column Point (SPC)	Salary Figure 2025	Salary Figure 2026	Real Living Wage 2026
HLTA	19	£32,061	£33,119	
	18	£31,537	£32,578	
	17	£31,022	£32,046	
	16	£30,518	£31,525	
4 Higher level teaching assistant progression bar is at point 15	15	£30,024	£31,015	
	14	£29,540	£30,515	
	13	£29,064	£30,023	
	12	£28,598	£29,542	
3	11	£28,142	£29,071	
	10	£27,694	£28,608	
	9	£27,254	£28,153	
	8	£26,824	£27,709	
	7	£26,403	£27,274	
2	6	£25,989	£26,847	
	5	£25,583	£26,427	
1B	4	£25,185	£26,016	
	3	£24,796	£25,614	£25,948*
1A	3	£24,796	£25,614	£25,948*
	2	£24,413	Deleted	Deleted

*This figure is the real living wage salary figure that is paid to those on points 3 from 1 April 2026.