

NJC Pay Scale 2023

This pay scale applies to Local Government Employees and is effective 1st April 2023.

Please note that from 1st April 2024 SCP 2, 3 & 4 have been uplifted to reflect the Real Living Wage (an hourly rate of £12.00)

Grade	Spinal Column Point (SPC)	Salary Figure 2022	Hourly Rate 2022	Salary Figure 2023	Hourly Rate 2023		
SO2	28	£34,723	£18.00	£36,648	£19.00		
	27	£33,820	£17.53	£35,745	£18.53		
	26	£32,909	£17.06	£34,834	£18.06		
SO1	25	£32,020	£16.60	£33,945	£17.59		
	24	£31,099	£16.12	£33,024	£17.12		
	23	£30,151	£15.63	£32,076	£16.63		
6	22	£29,439	£15.26	£31,364	£16.26		
	21	£28,900	£14.98	£30,825	£15.98		
	20	£28,371	£14.71	£30,296	£15.70		
	19	£27,852	£14.44	£29,777	£15.43		
	18	£27,344	£14.17	£29,269	£15.17		
5	17	£26,845	£13.91	£28,770	£14.91		
	16	£26,357	£13.66	£28,282	£14.66		
	15	£25,878	£13.41	£27,803	£14.41		
	14	£25,409	£13.17	£27,334	£14.17		
	13	£24,948	£12.93	£26,873	£13.93		
	12	£24,496	£12.70	£26,421	£13.69		
4	11	£24,054	£12.47	£25,979	£13.47		
	10	£23,620	£12.24	£25,545	£13.24		
	9	£23,194	£12.02	£25,119	£13.02		
	8	£22,777	£11.81	£24,702	£12.80		
	7	£22,369	£11.59	£24,294	£12.59		
3	6	£21,968	£11.39	£23,893	£12.38		
	5	£21,575	£11.18	£23,500	£12.18		
2	5	£21,575	£11.18	£23,500	£12.18		
	4	£21,189	£10.98	£23,114	£11.98	£23,151*	£12.00**
1	3	£20,812	£10.79	£22,737	£11.79	£23,151*	£12.00**
	2	£20,441	£10.60	£22,366	£11.59	£23,151*	£12.00**

*This figure is the real living wage salary figure that is paid to those on points 2, 3 and 4 from 1st April 2024

**This figure is the real living wage hourly rate that is paid to those on points 2, 3 and 4 from 1st April 2024