

Pay Policy



2016 - 2017

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1. Introduction and Purpose

The Localism Act 2011 (the Act) requires all councils to prepare a Pay Policy Statement which requires approval by their respective council body by 31 March each year. Should circumstances require, the Policy can be amended during the course of the year subject to the same requirement for approval by council. This statement will be published on the council's website following each review and approval by full council.

The Pay Policy Statement should set out the council's arrangements for the pay of its workforce, particularly its senior staff (or 'Chief Officers') and its lowest paid employees. Under section 38 (1) of the Act 2011 English and Welsh local authorities are to produce and publish a pay policy statement for each financial year covering:

- The authority's policies for the remuneration of chief officers
- The arrangements for the publication of and access to information on the remuneration of chief officers
- The authority's policies towards the remuneration of its lowest paid employees
- The relationship between the remuneration of its chief officers and other employees.

Flintshire County Council is a large and complex organisation with a multi-million pound budget providing and commissioning a wide range of essential public services. Therefore, the arrangements for the evaluation of posts across the workforce, and pay and terms and consideration of employment, are complex and require careful planning, maintenance and control.

The current UK Government fiscal policy and a reduction in public expenditure has led to councils having to reduce their workforce numbers and costs. All councils have had to review their approach to organisational design and workforce remuneration and the costs of employment terms and conditions as a consequence.

2. Legislative Framework

In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation including the following:

- The Equality Act 2010;
- Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000;
- The Agency Workers Regulations 2010;
- Where relevant the Transfer of Undertakings (Protection of Earnings) Regulations.

The Council will ensure that there is no pay discrimination within its pay and grading structures and that all pay differentials in pay can be objectively justified through the use of a Job Evaluation system. The Council's Single Status Agreement is compliant with all relevant legislations and industry practice.

3. Scope of the Pay Policy Statement

The Localism Act 2011 requires authorities to publish their pay policy on all aspects of Chief Officer Remuneration (including on ceasing to hold office) and to explain the relationship between remuneration for Chief Officers and other workforce groups including the 'lowest paid'.

In the interests of transparency the Council has chosen to take a broader approach and produces a policy covering all employee groups with the exception of School Teachers (as the remuneration for this group is set by the Secretary of State at a UK level and therefore not within local authority control).

Nothing within the provisions of the Localism Act 2011 detract from council's autonomy in making decisions on pay that are appropriate to local circumstances and which deliver achieve business objectives and value for money. The Council will follow its own policy in setting remuneration levels for all workforce groups within its scope.

4. Independent Remuneration Panel for Wales (IRPW)

Section 143A of the Local Government (Wales) Measure 2011, as inserted by Section 63 of the Local Government (Democracy) (Wales) Act 2013 refers to the Independent Remuneration Panel in Wales (the "IRP") and sets out their functions for the remuneration of heads of paid service. All councils should note that the IRP may make recommendations about any policy which relates to the salary of the head of paid service and any proposed change to the salary of the position.

The responsibilities of the IRPW are increasing. For example, on recruitment, directions may impose restrictions on proposed recruitment to certain posts, including chief officers. Should the Welsh Ministers decide to issue directions under subsection (1), no chief officer may be recruited without consent of a

person specified in the direction. Detailed guidance to the Independent Remuneration Panel for Wales on the pay of Heads of Paid Service and Chief Officers under Section 143A of the Local Government (Wales) Measure 2011 and Section 39 of the Local Government (Wales) Act 2015 can be found via the following link <http://gov.wales/topics/localgovernment/publications/guidance-salaries-irp/>.

5. Broad Principles of our Pay and Reward Strategy

I) Transparency, accountability and value for money

The council is committed to an open and transparent approach to pay policy which will enable anyone to access, understand and assess information on remuneration levels across all groups of council employees. To this end the following is available on the council's website at www.flintshire.gov.uk.

Remuneration data

- All employee pay scales
- Individual remuneration details for senior employees whose remuneration is over £60,000 per annum, and the number of employees whose remuneration exceeds £60,000 as required under the Accounts and Audit (Wales) (Amendment) Regulations 2010.

Policy documents

- [Additional Payments](#)
- [Policy Statement on Redundancy and Severance Payments \(including additional pension payments\)](#)

All relevant policies are reviewed periodically to ensure they are current and meet the principles of fairness, equality, accountability and value for money.

II) Development of Pay and Reward Strategy

The primary aim of a reward strategy is to attract, retain and motivate suitably skilled employees so that the organisation can perform at its best. A challenge for any council in the current circumstances is to maximise productivity and efficiency within current resources. Pay policy is a matter of striking a balance between setting remuneration levels at appropriate levels to ensure a sufficient 'supply' of appropriately skilled, experienced and qualified individuals to fill the authority's very wide range of posts, and ensuring that the burden on cost does not become greater than can be justified.

It should be recognised that in a competitive recruitment 'market' for the more senior grades in particular remuneration levels need to enable the attraction of a suitably wide pool of talent, and the retention of suitably skilled and qualified individuals once in post.

In addition the Council is a major employer in the area. The availability of good quality employment on reasonable terms and conditions and fair rates of pay has a beneficial impact on the quality of life in the community as well as on the local economy. The Council also has a role in setting a benchmark example on pay and conditions to other employers in the area for the same reasons.

In designing, developing and reviewing the Pay and Reward strategy the Council will seek to balance these factors to achieve performance outcomes for the organisation and the community it serves, whilst managing and controlling total pay costs. This remains a challenge year on year for the Council against a backdrop of pay 'freezes' for local government workers. The 1% NJC national 'cost of living' pay award for 2013/14 made for most employees followed an unprecedented three-year pay freeze. Local government remains the only sector within the public sector with workers earning less than the Living Wage. For senior posts regulated under the Joint Negotiating Council (JNC) the pay freeze had lasted for 6 years to 2014/16 and, for the most senior posts such as Chief Executives, for seven years to 2015/16.

III) The Councils Pay and Grading Structure

Section 112 of the Local Government Act 1972 provides that a local authority shall appoint such Officers for the proper discharge of its functions on such reasonable terms and conditions, including conditions as to remuneration as the local authority thinks fit.

The remuneration of the large majority of employees of the Council is in accordance with the locally agreed pay scale with spinal column points based on the nationally agreed pay spine (the NJC pay scale).

As part of its ongoing commitment to ensure the integrity of the Single Status Agreement, the Council, through the Single Status Governance Group, regularly reviews and analyses a variety of reports to ensure that reward processes are consistently applied in line with the relevant policies and to challenge where appropriate, and to receive Equal Pay Audits and to recommend an Action Plan as needed.

The Council uses the Local Government Single Status Job Evaluation Scheme (the NJC scheme) to evaluate posts. Changes to posts evaluated as part of the Single Status Agreement were implemented in June 2014.

Incremental Progression through Grades

Currently, incremental rises within grades are applied automatically on an annual basis until the top of the grade is reached.

New appointments will normally be made at the lowest relevant spinal column point for the grade, although recruiting managers have discretion to offer a higher spinal column point to secure the best candidate, subject to approval by their Chief Officer.

Chief Officer Job Evaluation

For Chief Officers, the Council uses the 'Hay' Scheme for job evaluation purposes. The Council undertook reviews of Chief Officer's roles and associated pay arrangements in 2014. Therefore, current arrangements are modern for the business needs of the Council.

IV) Additional Payments

There may be occasions when an employee is asked to carry out additional duties to those of their substantive post for a period of time. In such circumstances an additional payment may be made in line with the Council's policy Additional Payments. The policy provides a framework to ensure the continued fairness, equitability and affordability of the pay and grading structure and differentiates between the following scenarios:

Acting up

An acting-up allowance is payable only where an employee undertakes the full duties and responsibilities of a higher graded post for a continuous period of at least four weeks.

Honorarium

An honorarium is payable only when an employee undertakes some, but not all duties or responsibilities of a higher graded post for a continuous period of at least four weeks.

Market Supplements

A market supplement is a time limited supplement to basic pay made in recognition that the Council is experiencing severe recruitment and retention difficulties and that comparable posts in a competing market are paid higher salaries.

6. Chief Officer Remuneration

i) Definitions of Chief Officer

For the purposes of this statement, 'Chief Officers' are as defined within S43 of the Localism Act. The relevant posts within the Council are as follows:

- a) Chief Executive (including Head of Paid Service)
- b) Chief Officer, Governance
- c) Chief Officer, People and Resources
- d) Chief Officer, Streetscene and Transportation
- e) Chief Officer, Planning & Environment
- f) Chief Officer, Social Services
- g) Chief Officer, Education and Youth,
- h) Chief Officer, Community and Enterprise
- i) Chief Officer, Organisational Change 1
- j) Chief Officer, Organisational Change 2

These officers are responsible for working alongside and advising elected members in determining the strategic direction of the Council, carrying out the stated aims of the Council, ensuring the efficiency and effectiveness of all services provided by the Council and its partners and providing overall day to day operational management of services.

A new single grade and pay range for the new Chief Officer group was introduced in June 2014. All roles in the structure are positioned in the same single incremental range, given that all roles are broadly the same size, other than the Chief Executive. Placing the new Chief Officer roles on the same grade also removes any hierarchy at senior management level and reflects the single, collective tier.

All roles have access to the same four increments. The pay range has a clear rationale, building on the options developed with the independent advice from Hay Group and being mindful of both affordability and the relativity to management roles in the grades below. The range overlaps with the increments which existed for the former Heads of Service but falls below the former Director pay. It also represents a consistent policy of paying between the lower quartile and the median.

Progression through the range is based on performance. The approach is affordable and fair, and has ensured that the Council can meet its financial targets for the reduction of senior management costs.

ii) Policy on the Remuneration of Chief Officers

The Terms and Conditions of employment applicable to Chief Officers are as determined by the JNC (Joint Negotiating Council) for Chief Officers of Local Authorities (or JNC for Chief executives of Local Authorities) as amended/ supplemented or superseded by decisions on conditions of service made by the Council from time to time and contained within the Councils Employment Policies and Procedures.

iii) Recruitment of Chief Officers

The Council's policy and procedures for the recruitment of Chief Officers is set out within Article 15, 15.01 sub section (b) of the Constitution.

The Council's Management Structure is as approved by Council. The Job Descriptions and Person Specifications for each Chief Officer post are approved prior to advertisement by the Council's appointment panel which comprises seven Elected members. The determination of the remuneration to be offered to any newly appointed Chief Officer will take account of such factors as the requirements of the job, the relative size of the organization, local and national market rates and the relationship with other posts within the grading structure. It is the responsibility of the Chief Executive to make and maintain arrangements for the professional management of the Council which meets its legal duties and its respective business needs.

There is a requirement under the Welsh Government Regulations that all vacant posts with a salary of over £100,000 are publicly advertised. The Council has not appointed to any posts in this range since 2007. The only exception to this new rule is where the appointment is for 12 months or less. It is also possible to divide up the duties from one deleted Chief Officer post between other existing postholders.

iv) Chief Officer Salaries

Details of the Chief Officer's basic salary are set out below (salaries are those applicable at 31st January 2016).

Chief Executive

The salary falls within a range of 1 – incremental points between £120,737 rising to a maximum of £131,233. (This salary range was set by the Council in 2007 with external advice and has not been reviewed since that time).

Chief Officers

The salary falls within a range of 1 – 4 incremental points between £80,580 rising to a maximum of £90,780.00

v) Additions to Salary of Chief Officers

The Council does pay all reasonable travel and subsistence expenses on produced of receipts and in accordance with JNC conditions and other local conditions. Part III changes which formed part of the Single Status Agreement have removed other previous entitlements. A number of senior employees choose not to claim in full expenses to which they are contractually entitled as a 'conscious' voluntary decision given the current financial constraints.

The Returning Officer for the County Council is the Chief Executive. The Returning Officer duties are not part of the Chief Executives substantive role. Fees for these duties are paid separately and are determined by the full Council for Council elections and by legislation for the Police and Crime Commissions, the National Assembly for Wales, the Parliamentary Elections, European Elections and national referenda.

vi) Performance Related Pay and Bonuses

The Council does not apply any bonuses or performance related pay to its Chief Officers pay. However, the annual increment (if not already at top of scale) is only awarded once the Annual Appraisal has been passed as satisfactory.

All Chief Officers have annual and mid-year appraisals and the Chief Executive has an annual appraisal facilitated by an external party as per national guidance and the post's contractual rights.

vii) Payments on Termination

The Council's policies in relation to redundancy payments and retirement are set out respectively within its Discretionary Compensation Scheme, and Early Retirement Policy.

Under the Local Government (Early Termination of Employment) Discretionary Compensation) (England and Wales) Regulations 2006, the Council applies its discretion under Regulation 5 in the case of both voluntary and compulsory redundancy to base any payments on an employee's actual week's pay.

Under Regulation 6, the Council makes redundancy payments (compulsory and voluntary) based upon the statutory redundancy payments scale with the entitlement in terms of the number of weeks payable being multiplied by a factor of 1.5, subject to a maximum of 45 weeks.

The Welsh Government recommends that authorities should offer their full council body the opportunity to vote before large severance packages beyond a particular threshold are approved for chief officers leaving the organisation.

The Welsh Ministers consider £100,000 is the right level for that threshold to be set and considers that salary paid in lieu; lump sum redundancy / severance payment; and the cost to the authority of the strain on the pension fund should be included when determining whether the package exceeds £100,000.

In addition, the Council has operated a Voluntary Redundancy (VR) scheme since February 2014. During February 2015 Wales Audit Office published its national study of public sector practice and performance in relation to the management of early departures across welsh public bodies. Flintshire undertook a voluntary self- assessment of our performance against the seven proposals for improvement. The Council either met or exceeded each of the relevant recommendation and we shared our self-assessment to Wales Audit Office as model practice.

Outside of the policies outlined above the Council does not operate any other policy of making any specific or general payment to its Chief Officers or any other employees on their ceasing to hold office or to be employed by the Council but it may, where appropriate, agree to waive contractual notice.

viii) Publication of Chief Officer and Other Senior Post Salaries

Upon approval by the full Council, this statement will published on the Councils Website. In addition, for posts where the full time equivalent salary is over £60,000 per annum the Councils Annual Statement of Accounts will include a note setting out by posts the total amount of:

- salary, fees or allowances paid to or receivable by the person in the current and previous year;
- any bonuses so paid or receivable by the person in the current and previous year;
- any sums payable by way of expenses allowance that are chargeable to UK income tax;
- any compensation for loss of employment and any other payments connected with termination; and
- any benefits received that do not fall within the above.

ix) Pay Increases – Chief Officers

The Council employs Chief Officers under JNC terms and conditions which are incorporated into their contracts. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group, and any award of the same is determined on this basis. Chief Officers employed on JNC terms and conditions are contractually entitled to any national JNC determined pay rises and this Council will therefore pay these as and when determined in accordance with current contractual arrangements.

7. Remuneration of the Lowest Paid Employees

The lowest paid persons employed under a contract of employment with the Council are defined as those employed on full time 37 hours equivalent salaries in accordance with the minimum spinal column point currently in use within the Council's post single status grading structure. As at 1 January 2016, this is £13,871 per annum. The Council has adopted this definition as it is recommended in relevant guidance as the most easily understood.

The Council employs apprentices (and other such trainees) who are not included within the definition of 'lowest paid employees' and are paid less than the minimum spinal column point for other employees during their apprenticeship. The purpose of paying a lower salary is to reflect the particular nature and/or duration/frequency of their employment and to maximize the number of apprenticeships offered.

8. Relationship Between the Remuneration of Chief Officers and Employees who are not Chief Officers

The relationship between the rate of pay for the lowest paid and chief officers is determined by the processes used for determining pay and grading structures as set out earlier in this policy statement.

The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010). The Hutton report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organisation. The report concluded that the relationship to median earnings was a more relevant measure. The Council's policy therefore is to the publication of the ratio between highest paid salary and the median average salary of the whole of the authority's workforce.

The current pay levels within the Council define the multiple between the lowest paid (full time equivalent) employee and the Chief Executive as 1:9.46 and; between the lowest paid employee and average chief officer as 1:6.15.

The multiple between the median (average) full time equivalent earnings of pay between the Councils top earner, who is the Chief Executive and the median earner. The multiple between the median full time equivalent earning and the Chief Executive is **1:7.73**

The interim Hutton Fair Pay Report noted that most top to bottom pay multiples in the public sector are in the region of 8.1 to 12.1. The multiples in

Flintshire are therefore well within this notional range.

9. National Negotiating Bodies and Pay Awards

The National Joint Council negotiates the pay, terms and conditions of staff in local authorities. It agrees an annual cost of living uplift to the national pay spine, on which each individual council decides where to place its employees. Each Council takes into account a number of factors such as job size and local market conditions when deciding an employee's salary. There are no nationally determined jobs or pay grades in local government, unlike in other parts of the public sector.

As with other Welsh Councils, the Council continues to comply with all nationally negotiated pay awards that are agreed at a UK level. This means that any pay awards negotiated at national level through the Joint Council for Local Government Employees and the Joint Negotiating Council for Craft Workers, Youth Workers and Community Officer will automatically be applied.

Negotiations are ongoing for 2016/17 and will be applied automatically once agreement is reached. The final agreement is expected to cover our immediate obligations under the National Living Wage (see below).

10. National Living Wage

On 1 April 2016 the National Living Wage will be introduced at a rate of £7.20 per hour which means that the current bottom three pay points on the 'Green Book' pay spine will be below that statutory minimum level. The current hourly rate of SCP6 is £7.06 (£13,614); SCP7 is £7.11 (£13,715) and SCP8 is £7.19 (£13,871).

Therefore, in the absence of the NJC reaching a pay agreement to be implemented in time for 1 April, the council is making preparations for employees currently paid on SCPs 6, 7 and 8 to have their pay increased in accordance with the National Living Wage, which in local government equates to £13,891 per annum with effect from 1 April 2016.

This figure has been calculated by multiplying the National Living Wage rate of £7.20 by the local government standard working week of 37 hours and then multiplied by 52.143.

This uprated figure of £13,891 will continue to be paid until such time as the NJC finalises a pay agreement.

We face a huge challenge in the coming years of having to increase the bottom pay point from its current level of £7.06 per hour by potentially 32% to achieve the Government's target for the National Living Wage to reach 60% of median earnings (currently forecast to be around £9.35 per hour) in 2020. Work is ongoing to determine what changes, if any, will be required to our pay structure to meet the ongoing requirements of the National Living Wage.

As an employer we fully support the principle of the National Living Wage, the challenge arises from the lack of any national funding to support its introduction in the public services and within the sectors from which we commission services such as the care sector.

11. Additional Costs/Contributions faced by the Council and its Employees

From 1 April 2016, the changes to the Single Tier Pension will affect employees currently in contracted out pension schemes who will have to pay an additional 1.4% in National insurance contributions and therefore, will result in a reduction in take-home pay. The council are also affected and will have to pay an additional 3.4% which equates to £2.7m per annum (including Schools).

In addition, there are approximately 1,500 schools based employees who will come into scope of the Education Workforce Council (EWC) and will be required to register from 1 April 2016 at a cost of £15 per person.

Employees are also making increased contributions to their work-based pension scheme under the Local Government Pension Scheme Regulations, with the most senior employees making a proportionately greater contribution on a 'sliding scale' of contributions.

12. Re-engagement of Chief Officers

No Chief Officer who was previously made redundant or granted early retirement from the Council will be later re-employed or re-engaged either as an employee (Contract of Service), as a Consultant (Contract for Service) or through an external contractor commission to work in behalf of the Council.

This is aligned to the principles applied in the Voluntary Redundancy Policy which provides that employees who voluntarily leave the Councils employment under the Scheme should not be re-engaged in any capacity within a period of 24 months from the end of their employment save for exceptional circumstances and only if approved by the Chief Executive as Head of Paid Service.

Appendix 1

Salary Scales

Chief Executive Pay Scale

Scale	SCP	Salary 01/04/2016 and continuing
CEO Point 01	1	£120,737.00
CEO Point 02	2	£124,234.00
CEO Point 03	3	£127,734.00
CEO Point 04	4	£131,233.00

Chief Officer's Pay Scale

Grade	SCP	Salary range 01/01/2016 and continuing
Chief Officer	1	£80,580
Chief Officer	2	£83,640
Chief Officer	3	£86,700
Chief Officer	4	£90,780

Young People's/Community Service Managers

(Youth and Community Officers)

Point	SCP	Salary 01/04/16 and continuing
Y&C Officers Point 01	1	£34,637.00
Y&C Officers Point 02	2	£35,770.00
Y&C Officers Point 03	3	£36,903.00
Y&C Officers Point 04	4	£38,059.00
Y&C Officers Point 05	5	£39,234.00
Y&C Officers Point 06	6	£40,380.00
Y&C Officers Point 07	7	£41,553.00

Y&C Officers Point 08	8	£42,885.00
Y&C Officers Point 09	9	£43,620.00
Y&C Officers Point 10	10	£44,754.00
Y&C Officers Point 11	11	£45,883.00
Y&C Officers Point 12	12	£47,013.00
Y&C Officers Point 13	13	£48,135.00
Y&C Officers Point 14	14	£49,269.00
Y&C Officers Point 15	15	£50,404.00
Y&C Officers Point 16	16	£51,542.00
Y&C Officers Point 17	17	£52,686.00

Youth Workers (Pink Book)

Scale	SCP	Salary 01/04/16 and continuing
Point 01	1	£14,597.00
Point 02	2	£15,207.00
Point 03	3	£15,817.00
Point 04	4	£16,431.00
Point 05	5	£17,041.00
Point 06	6	£17,651.00
Point 07	7	£18,267.00
Point 08	8	£18,880.00
Point 09	9	£19,659.00
Point 10	10	£20,269.00
Point 11	11	£21,254.00
Point 12	12	£22,219.00
Point 13	13	£23,213.00
Point 14	14	£24,243.00
Point 15	15	£24,945.00

Point 16	16	£25,678.00
Point 17	17	£26,398.00
Point 18	18	£27,125.00
Point 19	19	£27,845.00
Point 20	20	£28,566.00
Point 21	21	£29,378.00
Point 22	22	£30,298.00
Point 23	23	£31,193.00
Point 24	24	£32,092.00
Point 25	25	£32,999.00
Point 26	26	£33,904.00
Point 27	27	£34,811.00
Point 28	28	£35,728.00
Point 29	29	£36,639.00
Point 30	30	£37,549.00

JNC Craft Pay Scales (Red Book)

JNC for Craft Pay Scales	Annual
Grade	Salary 01/04/16 and continuing
Building Labourer	£13,841
Heating and Ventilation Mate	£14,802
Building Craft Operative	£14,927
Plumber	£15,981
Engineer & Electrician	£16,496

Band 1 - Electrician	£22,108.21
Band 1 - Joiners & Builders	£19,809.82
Band 1 - Labourer	£18,058.69
Band 1 - Plumber	£21,013.75
Band 2 - Diag/Electrician	£24,078.26
Band 2 - Joiners & Builders	£21,889.32
Band 2 - Labourer	£20,247.63
Band 2 - Plumber	£22,983.79
Band 2 - Plumber (Gas Qual)	£24,078.26
Band 3 - Diag/Electrician	£25,719.95
Band 3 - Joiners & Builders	£23,312.14
Band 3 - Plumber	£24,625.49
Band 3 - Plumber (Gas Qual)	£25,719.95

Occupational Health Nurses Pay Scales

Point	Salary 01/04/16 and continuing
Point 16	£21,692.00
Point 17	£22,236.00
Point 18	£23,132.00
Point 19	£24,063.00
Point 20	£25,047.00
Point 21	£26,041.00
Point 22	£27,090.00
Point 23	£28,180.00
Point 24	£29,043.00
Point 25	£30,057.00
Point 26	£31,072.00

Point 27	£32,086.00
Point 28	£33,227.00
Point 29	£34,876.00
Point 30	£35,891.00
Point 31	£37,032.00
Point 32	£38,300.00
Point 33	£39,632.00
Point 34	£40,964.00
Point 35	£42,612.00
Point 36	£44,261.00
Point 37	£46,164.00
Point 38	£47,559.00

Post Single Status Pay Scales

Grade	SCP	Salary 01/01/16 and continuing
A	08	£13,871
	09	£14,075
	10	£14,338
	11	£14,751
B	12	£15,207
	13	£15,523
	14	£15,941
C	14	£15,941
	15	£16,572
	16	£16,969

D	16	£16,969
	17	£17,372
	18	£17,930
	19	£18,487
E	19	£18,487
	20	£19,048
	21	£19,742
	22	£20,253
F	23	£20,849
	24	£21,530
	25	£22,212
	26	£22,937
	27	£23,698
G	30	£26,198
	31	£27,123
	32	£27,924
	33	£28,746
H	34	£29,558
	35	£30,178
	36	£30,978
	37	£31,846
I	39	£33,857
	40	£34,746
	41	£35,570
J	42	£36,571
	43	£37,483
	44	£38,405

K	45	£39,267
	46	£40,217
	47	£41,140
	48	£42,053

L	51	£44,998
	52	£46,193
	53	£47,419
M	53	£47,419
	54	£48,680
	55	£49,971
N	56	£51,296
	57	£52,659

NJC Pay Scales

Grade	SCP	New Salary 1 January 2016
Scale 1	06	£13,614
*Scale 1	07	£13,715
Scale 1	08	£13,871
*Scale 1	09	£14,075
Scale 1	10	£14,338
Scale 1/Scale 2	11	£15,207
Scale 2	12	£15,523

Scale 2 / Scale 2a	13	£15,941
Scale 2a / Scale 3	14	£16,231
Scale 2a / Scale 3	15	£16,572
Scale 3	16	£16,969
Scale 3	17	£17,372
Scale 4	18	£17,714
Scale 4	19	£18,376
Scale 4	20	£19,048
Scale 4	21	£19,742
Scale 5	22	£20,253
Scale 5	23	£20,849
Scale 5	24	£21,530
Scale 5	25	£22,212
Scale 6	26	£22,937
Scale 6	27	£23,698
Scale 6	28	£24,472
SO1	29	£25,440
SO1	30	£26,293
SO1	31	£27,123
SO2	32	£27,924
SO2	33	£28,746
SO2 / M1	34	£29,558
M1	35	£30,178
M1 / M2	36	£30,978
M1 / M2	37	£31,846
M2	38	£32,778
M2 / M3	39	£33,857

M3	40	£34,746
M3	41	£35,662
M3 / M4	42	£36,571
M4	43	£37,483
M4	44	£38,405
M4 / M5	45	£39,267
M5	46	£40,217
M5	47	£41,140
M5 / M6	48	£42,053
M6	49	£42,957
M6	50	£43,889
M6	51	£44,813
SM1	52	£46,137
SM1	53	£47,471
SM1	54	£48,798
SM1	55	£50,129
SM2	56	£51,466
SM2	57	£52,799
SM2	58	£54,126
SM2	59	£55,464
SM3	60	£56,784
SM3	61	£58,120
SM3	62	£59,458

