

NJC Pay Scale 2023

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

Please note that from 1st April 2023 SCP 1 has been deleted and SCP 2 and SCP 3 were uplifted to reflect the Real Living Wage (an hourly rate of £10.90). The cost-of-living increase applied to points 2 and 3 is the difference between the real living wage uplift paid in April 2023 and the £1,925.

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
1	3	£20,812	£10.79	£22,737	£11.79
	2	£20,441	£10.60	£22,366	£11.59