



NJC Pay Scales

NJC scales are local government pay scales, which are extensively used in the voluntary sector. They are a result of negotiations between trade unions (**Unite**, **Unison** and **GMB**) and **Local Government Association**. They are all membership organisations and can be approached by their members to answer enquiries. Alternatively your local authority may be able to provide advice.

2016/18 pay scales

New payscales have been agreed for 2016/18 (see below). This is a two year agreement (1 April 2016 to 31 March 2018).

For most employees (spinal column points 18 to 49), this means a 1% pay rise this year and the same next year (16/17 and 17/18).

There will also be a joint review of the NJC pay spine and term-time working for school support staff.

Pay increases are higher than 1% up to Grade 5 spinal point 17, mainly to keep pace with the Government's introduction of what it calls a National Living Wage.





SCP	1 April 2016	1 April 2017
6	£14,514	£15,014
7	£14,615	£15,115
8	£14,771	£15,246
9	£14,975	£15,375
10	£15,238	£15,613
11	£15,507	£15,807
12	£15,823	£16,123
13	£16,191	£16,491
14	£16,481	£16,781
15	£16,772	£17,072
16	£17,169	£17,419
17	£17,547	£17,772
18	£17,891	£18,070
19	£18,560	£18,746
20	£19,238	£19,430
21	£19,939	£20,138
22	£20,456	£20,661
23	£21,057	£21,268
24	£21,745	£21,962
25	£22,434	£22,658
26	£23,166	£23,398
27	£23,935	£24,174
28	£24,717	£24,964
29	£25,694	£25,951
30	£26,556	£26,822
31	£27,394	£27,668
32	£28,203	£28,485
33	£29,033	£29,323
34	£29,854	£30,153
35	£30,480	£30,785
36	£31,288	£31,601
37	£32,164	£32,486
38	£33,106	£33,437
39	£34,196	£34,538
40	£35,093	£35,444
41	£36,019	£36,379
42	£36,937	£37,306
43	£37,858	£38,237
44	£38,789	£39,177
45	£39,660	£40,057
46	£40,619	£41,025
47	£41,551	£41,967
48	£42,474	£42,899
49	£43,387	£43,821





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