

Salary Scales

SCP	Job Evaluation Scores (GLPC scheme)	FTE SALARY	MONTHLY	HOURLY (National Living Wage £10.42 from 01/04/2023)	Hourly Living Wage £10.90 from 01/04/2023 then £12.00 from 01/01/2024
GRADE 1					
2	1 - 247	22366	1863.84	11.59	
GRADE 2					
3	248 - 286	22737	1894.75	11.79	
GRADE 3					
3	287 - 327	22737	1894.75	11.79	
4		23114	1926.17	11.98	
5		23500	1958.34	12.18	
6		23893	1991.09	12.38	
GRADE 4					
6	328 - 369	23893	1991.09	12.38	
7		24294	2024.50	12.59	
8		24702	2058.50	12.80	
9		25119	2093.25	13.02	
11		25979	2164.92	13.47	
GRADE 5					
11	370 - 409	25979	2164.92	13.47	
12		26421	2201.75	13.69	
14		27334	2277.84	14.17	
15		27803	2316.92	14.41	
17		28770	2397.50	14.91	
19		29777	2481.42	15.43	
GRADE 6					
19	410 - 454	29777	2481.42	15.43	
20		30296	2524.67	15.70	
22		31364	2613.67	16.26	
23		32076	2673.00	16.63	
24		33024	2752.00	17.12	
25		33945	2828.75	17.59	
GRADE 7					
25	455 - 499	33945	2828.75	17.59	
26		34834	2902.84	18.06	
27		35745	2978.75	18.53	
28		36648	3054.00	19.00	
29		37336	3111.34	19.35	
30		38223	3185.25	19.81	
GRADE 8					
30	500 - 544	38223	3185.25	19.81	
31		39186	3265.50	20.31	
32		40221	3351.75	20.85	
33		41418	3451.50	21.47	
34		42403	3533.59	21.98	
GRADE 9					
34	545 - 589	42403	3533.59	21.98	
35		43421	3618.42	22.51	
36		44428	3702.34	23.03	
37		45441	3786.75	23.55	
GRADE 10					
37	590 +	45441	3786.75	23.55	
38		46464	3872.00	24.08	
39		47420	3951.67	24.58	
40		48474	4039.50	25.13	
Other		0	0.00	0.00	

01/04/23 - £21029
01/01/24 - £23152

NJC for Local Government (as at 1st April 2023)

SCP	FTE SALARY	MONTHLY	HOURLY
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NJC CHIEF OFFICERS (as at 1st April 2023)

OM2			
1	52241	4353.42	27.08
2	54884	4573.67	28.45
3	57185	4765.42	29.64
4	59936	4994.67	31.07
5	62691	5224.25	32.49

OM1			
1	63391	5282.59	32.86
2	66801	5566.75	34.62
3	70213	5851.09	36.39
4	73438	6119.84	38.06
5	76815	6401.25	39.82

Chief Officer/Assistant Director			
1	95474	7956.17	49.49

Chief Digital Officer			
1	112352	9362.67	58.24

Director			
1	139463	11621.92	72.29

Corporate Director			
1	150920	12576.67	78.23

NJC CHIEF EXECUTIVE (as at 1st April 2023)

Chief Executive			
1	196744	16395.34	101.98

* SCP 10, 13, 16, 18 & 21 are not in use

TEACHERS (as at 1st September 2023)

Teacher (Main Pay Range)

			Daily Rate (195ths) for 01/09/2023 - 31/08/2024
2	30742	2561.83	157.65
3	33212	2767.67	170.32
4	35771	2980.92	183.44
5	38587	3215.58	197.88
6	42466	3538.83	217.77

Teacher (Upper Pay Range)

			Daily Rate (195ths) for 01/09/2023 - 31/08/2024
1	44024	3668.67	225.76
2	45656	3804.67	234.13
3	47340	3945.00	242.77

Unqualified Teacher

			Daily Rate (195ths) for 01/09/2023 - 31/08/2024
1	20674	1722.83	106.02
2	23078	1923.17	118.35
3	25482	2123.50	130.68
4	27885	2323.75	143.00
5	30292	2524.33	155.34
6	32696	2724.67	167.67

Leadership Pay Range

1	48012
2	49213
3	50441
4	51697
5	52985
6	54316
7	55776
8	57064
9	58488
10	59990
11	61547
12	62966
13	64540
14	66148
15	67794
16	69598
17	71195
18*	72263
18	72985
19	74796
20	76649
21*	77769
21	78547
22	80497
23	82490
24*	83699
24	84536
25	86636
26	88780
27*	90079
27	90980
28	93236
29	95545
30	97923
31*	99347
31	100343
32	106836
33	105390
34	107996
35*	109585
35	110681
36	113420
37	116240
38	119117
39*	120811
39	122020
40	125064
41	128189
42	131400
43	133350

Leadership Group Range

	Min	Max
Group 1	54316	72,263
Group 2	57064	77,769
Group 3	61547	83,699
Group 4	66148	90,079
Group 5	72985	99,347
Group 6	78547	109,585
Group 7	84536	120,811
Group 8	93236	133,350

* Scale points to be applied **only** to head teachers at the top of the school group range in the academic year 2015/16, indicating no uplift for 2016/17.

e.g

Headteacher on Grade 12-18 (moves to sp18 on Sept 2016)
Salary Range £51,127 - £58,677 (no uplift on point 18)

Headteacher on Grade 15-21 (moves to sp18 on Sept 2016)
Salary Range £55,049 - £63,779 (sp18 = £59,264)

Leading Practitioner Range

LP01 - LP05		LP02 - LP06		LP03-LP07	
1	48248	2	49457	3	50691
2	49457	3	50691	4	51952
3	50691	4	51952	5	53246
4	51952	5	53246	6	54582
5	53246	6	54582	7	56053
LP04-LP08		LP05-LP09		LP06-LP10	
4	51952	5	53246	6	54582
5	53246	6	54582	7	56053
6	54582	7	56053	8	57344
7	56053	8	57344	9	58776
8	57344	9	58776	10	60287
LP07-LP11		LP08-LP12		LP09-LP13	
7	56053	8	57344	9	58776
8	57344	9	58776	10	60287
9	58776	10	60287	11	61854
10	60287	11	61851	12	63276
11	61851	12	63276	13	64857
LP10-LP14		LP11-LP15		LP12-LP16	
10	60287	11	61851	12	63276
11	61851	12	63276	13	64857
12	63276	13	64857	14	66474
13	64857	14	66474	15	68128
14	66474	15	68128	16	69940
LP13-LP17		LP14-LP18			
13	64857	14	66474		
14	66474	15	68128		
15	68128	16	69940		
16	69940	17	71545		
17	71545	18	73347		

JNC YOUTH AND COMMUNITY (as at 1st September 2023)

SCP	FTE SALARY	MONTHLY	HOURLY	Hourly Living Wage £10.90 from 01/04/2023 then £12.00 from 01/01/2024
CE2				01/04/23 - £21029
05	29606	2467.17	15.35	
07	31528	2627.34	16.34	
09	35547	2962.25	18.42	
10	41344	3445.34	21.43	

SCP	FTE SALARY	MONTHLY	HOURLY
T00 1			
11	27434	2286.17	14.22
12	28501	2375.09	14.77
13	29606	2467.17	15.35
14	30750	2562.50	15.94
T00 2			
18	33946	2828.84	17.60
19	34745	2895.42	18.01
20	35547	2962.25	18.42
21	36447	3037.25	18.89
T00 3			
20	35547	2962.25	18.42
21	36447	3037.25	18.89
22	37467	3122.25	19.42
23	38461	3205.09	19.94
T00 4			
22	37467	3122.25	19.42
23	38461	3205.09	19.94
24	39459	3288.25	20.45
25	40465	3372.09	20.97
T00 4A			
24	39459	3288.25	20.45
25	40465	3372.09	20.97
26	41470	3455.84	21.50
27	42475	3539.59	22.02
T00 5			
27	42475	3539.59	22.02
28	43493	3624.42	22.54
29	44502	3708.50	23.07
30	45513	3792.75	23.59

SCP	FTE SALARY	MONTHLY	HOURLY
T00 HRLY			
05	23496	1958.00	12.18
06	23825	1985.42	12.35
07	24121	2010.09	12.50
08	24799	2066.59	12.85
09	25664	2138.67	13.30
10	26341	2195.09	13.65
11	27434	2286.17	14.22
12	28501	2375.09	14.77
13	29606	2467.17	15.35
14	30750	2562.50	15.94
15	31528	2627.34	16.34
16	32341	2695.09	16.76
17	33141	2761.75	17.18
18	33946	2828.84	17.60
19	34745	2895.42	18.01
20	35547	2962.25	18.42
21	36447	3037.25	18.89
22	37467	3122.25	19.42
23	38461	3205.09	19.94
24	39459	3288.25	20.45

SOULBURY (as at 1st September 2023)

SCP	FTE SALARY	MONTHLY	HOURLY
EAI			
01	40540	3378.34	21.01
02	41920	3493.34	21.73
03	43224	3602.00	22.40
04	44545	3712.09	23.09
05	45857	3821.42	23.77
06	47170	3930.84	24.45
07	48550	4045.84	25.16
08	49878	4156.50	25.85
09	51425	4285.42	26.65
10	52805	4400.42	27.37
11	54166	4513.84	28.08
12	55484	4623.67	28.76
13	56976	4748.00	29.53
14	58308	4859.00	30.22
15	59777	4981.42	30.98
16	61106	5092.17	31.67
17	62440	5203.34	32.36
18	63748	5312.34	33.04
19	65097	5424.75	33.74
20	65794	5482.84	34.10
21	67133	5594.42	34.80
22	68301	5691.75	35.40
23	69586	5798.84	36.07
24	70739	5894.92	36.67
25	71971	5997.59	37.30
26	73173	6097.75	37.93
27	74403	6200.25	38.57
28	75650	6304.17	39.21
29	76899	6408.25	39.86
30	78146	6512.17	40.51
31	79382	6615.17	41.15
32	80637	6719.75	41.80
33	81894	6824.50	42.45
34	83180	6931.67	43.11
35	84465	7038.75	43.78
36	85784	7148.67	44.46
37	87083	7256.92	45.14
38	88396	7366.34	45.82
39	89691	7474.25	46.49
40	90985	7582.09	47.16
41	92285	7690.42	47.83
42	93585	7798.75	48.51
43	94883	7906.92	49.18
44	96189	8015.75	49.86
45	97490	8124.17	50.53
46	98794	8232.84	51.21
47	100102	8341.84	51.89
48	101399	8449.92	52.56
49	102700	8558.34	53.23

SCP	FTE SALARY	MONTHLY	HOURLY
AEP			
02	35228	2935.67	18.26
03	36531	3044.25	18.93
04	37828	3152.34	19.61
05	39341	3278.42	20.39

SCP	FTE SALARY	MONTHLY	HOURLY
EDPSY A			
01	42422	3535.17	21.99
02	44474	3706.17	23.05
03	46525	3877.09	24.12
04	48575	4047.92	25.18
05	50627	4218.92	26.24
06	52678	4389.84	27.30
07	54609	4550.75	28.31
08	56540	4711.67	29.31
09	58348	4862.34	30.24
10	60160	5013.34	31.18
11	61848	5154.00	32.06

SCP	FTE SALARY	MONTHLY	HOURLY
EDPSY B			
01	52678	4389.84	27.30
02	54609	4550.75	28.31
03	56540	4711.67	29.31
04	58348	4862.34	30.24
05	60160	5013.34	31.18
06	61848	5154.00	32.06
07	62540	5211.67	32.42
08	63836	5319.67	33.09
09	65120	5426.67	33.75
10	66425	5535.42	34.43
11	67706	5642.17	35.09
12	69010	5750.84	35.77

Community Service Manager Range

CSM 1			CSM 2			CSM 3		
SCP	FTE SALARY	MONTHLY	SCP	FTE SALARY	MONTHLY	SCP	FTE SALARY	MONTHLY
1	41972	3497.67	2	43281	3606.75	3	44587	3715.59
2	43281	3606.75	3	44587	3715.59	4	45922	3826.84
3	44587	3715.59	4	45922	3826.84	5	47278	3939.84
4	45922	3826.84	5	47278	3939.84	6	48601	4050.09
CSM 4			CSM 5			CSM 6		
4	45922	3826.84	5	47278	3939.84	6	48601	4050.09
5	47278	3939.84	6	48601	4050.09	7	49953	4162.75
6	48601	4050.09	7	49953	4162.75	8	51490	4290.84
7	49953	4162.75	8	51490	4290.84	9	52338	4361.5
CSM 7			CSM 8			CSM 9		
7	49953	4162.75	8	51490	4290.84	9	52338	4361.5
8	51490	4290.84	9	52338	4361.5	10	53648	4470.67
9	52338	4361.5	10	53648	4470.67	11	54950	4579.17
10	53648	4470.67	11	54950	4579.17	12	56255	4687.92
CSM 10			CSM 11			CSM 12		
10	53648	4470.67	11	54950	4579.17	12	56255	4687.92
11	54950	4579.17	12	56255	4687.92	13	57550	4795.84
12	56255	4687.92	13	57550	4795.84	14	58858	4904.84
13	57550	4795.84	14	58858	4904.84	15	60167	5013.92
CSM 13			CSM 14			CSM 15		
13	57550	4795.84	14	58858	4904.84	15	60167	5013.92
14	58858	4904.84	15	60167	5013.92	16	61481	5123.42
15	60167	5013.92	16	61481	5123.42	17	62800	5233.34
16	61481	5123.42	17	62800	5233.34	18	64113	5342.75
CSM 16			CSM 17			CSM 18		
16	61481	5123.42	17	62800	5233.34	18	64113	5342.75
17	62800	5233.34	18	64113	5342.75	19	65417	5451.42
18	64113	5342.75	19	65417	5451.42	20	66749	5562.42
19	65417	5451.42	20	66749	5562.42	21	68106	5675.5
CSM 19			CSM 20			CSM 21		
19	65417	5451.42	20	66749	5562.42	21	68106	5675.5
20	66749	5562.42	21	68106	5675.5	22	69496	5791.34
21	68106	5675.5	22	69496	5791.34	23	70912	5909.34
22	69496	5791.34	23	70912	5909.34	24	72358	6029.84

ALLOWANCES

Single Status Contractual Allowances - NJC 37 Hours

Wage Type	Wage Type Text	£/Hours/Units	Comments
1015	Market Supplement £	£	Cash Amount
1020	Market Supplement %	Units	% of Annual Salary, amount auto populates
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.27 per week and payments should continue for a period of 1 year from the date of transfer, whichever is the shorter
1306	Protected Allowance	£	SOP Protected Allowance
1324	Dress Allowance	£	Cash Amount £21.81
1403	Secondment allowance	£	Cash Amount for External Secondment
1405	Acting Up Allowance	£	Cash Amount
1421	AMHP Payment	£	£2808 PA pro rata, amount auto populates
1510	Term Time Only Wks	Units	44 Weeks Max
1515	Term Time Leave Ent Days	Units	27 or 32 Days
1600	Contractual Overtime	Hours	SCP * 1.5
1605	Night Allowance	Hours	SCP * 1/3
1610	Shift Allowance 10%	£	10% of Annual Salary, amount auto populates
1615	Standby Duty	Units	£34.04 per session
1620	Weekend Work	Hours	SCP * 1/2
1625	SEN	£	£548.16 PA, £45.68 monthly amount auto populates
1630	First Aid Allowance	£	£206.16 PA, £17.18 monthly amount auto populates
1632	Living Wage Supplement	£	N/A for NJC 37 hours & JNC Craft/Assoc
1650	Market Supplement - CS	£	£5000 PA pro rata, amount auto populates
1658	Market Supplement - AS	£	£1000 PA pro rata, amount auto populates

Single Status Contractual Allowances - JNC Craft/Assoc

Wage Type	Wage Type Text	£/Hours/Units	Comments
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.27 per week and payments should continue for a period of 1 year from the date of transfer, whichever is the shorter
1403	Secondment allowance	£	Cash Amount for External Secondment
1405	Acting Up Allowance	£	Cash Amount
1510	Term Time Only Wks	Units	44 Weeks Max
1515	Term Time Leave Ent Days	Units	27 or 32 Days
1600	Contractual Overtime	Hours	SCP * 1.5
1605	Night Allowance	Hours	SCP * 1/3
1610	Shift Allowance 10%	£	10% of Annual Salary, amount auto populates
1615	Standby Duty	Units	£34.04 per session
1620	Weekend Work	Hours	SCP * 1/2
1630	First Aid Allowance	£	£206.16 PA, £17.18 monthly amount auto populates
1632	Living Wage Supplement	£	N/A for NJC 37 hours & JNC Craft/Assoc
1634	Tool Allowance 1	£	£208.08 PA, 17.34 monthly amount auto populates
1636	Tool Allowance 2	£	£444.24 PA, £37.02 monthly amount auto populates

Contractual Allowances - Chief Officers

Wage Type	Wage Type Text	£/Hours/Units	Comments
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.27 per week and payments should continue for a period of 1 year from the date of transfer, whichever is the shorter
1403	Secondment allowance	£	Cash Amount for External Secondment
1405	Acting Up Allowance	£	Cash Amount
1510	Term Time Only Wks	Units	44 Weeks Max
1515	Term Time Leave Ent Days	Units	27 or 32 Days
1630	First Aid Allowance	£	£206.16 PA, £17.18 monthly amount auto populates

Contractual Allowances - JNC Youth & Comm

Wage Type	Wage Type Text	£/Hours/Units	Comments
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.03 per week and payments should continue for a period of 1 year from the date of transfer, whichever is the shorter
1403	Secondment allowance	£	Cash Amount for External Secondment
1405	Acting Up Allowance	£	Cash Amount
1510	Term Time Only Wks	Units	44 Weeks Max
1515	Term Time Leave Ent Days	Units	34 or 39 Days (Actual AL are 30 or 35)
1630	First Aid Allowance	£	£206.16 PA, £17.18 monthly amount auto populates

Contractual Allowances - Soulbury

Wage Type	Wage Type Text	£/Hours/Units	Comments
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.03 per week and payments should continue for a period of 1 year from the date of transfer, whichever is the shorter
1403	Secondment allowance	£	Cash Amount for External Secondment
1405	Acting Up Allowance	£	Cash Amount
1510	Term Time Only Wks	Units	44 Weeks Max
1515	Term Time Leave Ent Days	Units	29 or 34 Days (Actual AL are 25 or 30)
1630	First Aid Allowance	£	£206.16 PA, £17.18 monthly amount auto populates

Contractual Allowances - Teachers

Wage Type	Wage Type Text	£/Hours/Units	Comments
1313	Pay Supplement	£	Cash Amount
1360	ALN - Teacher	£	Cash Amount - please refer to the minimum and maximum for each academic year below
1375	First Aid - Teachers	£	£206.16 PA, £17.18 monthly amount auto populates
1376	TLR 1 PRO RATA	£	Cash Amount - please refer to the minimum and maximum for each academic year below.
1377	TLR 2 PRO RATA	£	Cash Amount - please refer to the minimum and maximum for each academic year below
1378	Safeguard Payment	£	Fixed term cash amount - normally ends after 3 years
1386	TLR3	£	Fixed term cash amount - requires an end date, please refer to the minimum and maximum for each academic year below
1388	Discretionary Payment HT	£	Cash Amount
1389	Discretionary Payment HT %	Units	% of Annual Salary, amount auto populates
1651	TLR 1 Full Rate	£	Cash Amount - please refer to the minimum and maximum for each academic year below. PART TIME TEACHERS ONLY
1652	TLR 2 Full Rate	£	Cash Amount - please refer to the minimum and maximum for each academic year below. PART TIME TEACHERS ONLY
1401	R & R Allowance	£	Cash Amount

Start Date	End Date	Allowance	Annual Min	Annual Max
01/09/15	31/08/16	SEN - Teacher	£2,064	£4,075
01/09/16	31/08/17	SEN - Teacher	£2,085	£4,116
01/09/17	31/08/18	SEN - Teacher	£2,106	£4,158
01/09/18	31/08/19	SEN - Teacher	£2,149	£4,242
01/09/19	31/08/20	SEN - Teacher	£2,209	£4,359
01/09/20	31/08/21	SEN - Teacher	£2,270	£4,479
01/09/21	31/08/22	ALN - Teacher	£2,310	£4,558
01/09/22	31/08/23	ALN - Teacher	£2,461	£4,855
01/09/23		ALN - Teacher	£2,585	£5,098
01/09/15	31/08/16	TLR 1 Pro Rata	£7,546	£12,770
01/09/16	31/08/17	TLR 1 Pro Rata	£7,622	£12,898
01/09/17	31/08/18	TLR 1 Pro Rata	£7,699	£13,027
01/09/18	31/08/19	TLR 1 Pro Rata	£7,853	£13,288
01/09/19	31/08/20	TLR 1 Pro Rata	£8,069	£13,654
01/09/20	31/08/21	TLR 1 Pro Rata	£8,291	£14,030
01/09/21	31/08/22	TLR 1 Pro Rata	£8,437	£14,276
01/09/22	31/08/23	TLR 1 Pro Rata	£8,986	£15,204
01/09/23		TLR 1 Pro Rata	£9,436	£15,965
01/09/15	31/08/16	TLR 2 Pro Rata	£2,613	£6,386
01/09/16	31/08/17	TLR 2 Pro Rata	£2,640	£6,450
01/09/17	31/08/18	TLR 2 Pro Rata	£2,667	£6,515
01/09/18	31/08/19	TLR 2 Pro Rata	£2,721	£6,646
01/09/19	31/08/20	TLR 2 Pro Rata	£2,796	£6,829
01/09/20	31/08/21	TLR 2 Pro Rata	£2,873	£7,017
01/09/21	31/08/22	TLR 2 Pro Rata	£2,924	£7,140
01/09/22	31/08/23	TLR 2 Pro Rata	£3,115	£7,605
01/09/23		TLR 2 Pro Rata	£3,271	£7,986
01/09/15	31/08/16	TLR 3	£619	£3,071
01/09/16	31/08/17	TLR 3	£523	£2,603
01/09/17	31/08/18	TLR 3	£529	£2,630
01/09/18	31/08/19	TLR 3	£540	£2,683
01/09/19	31/08/20	TLR 3	£555	£2,757
01/09/20	31/08/21	TLR 3	£571	£2,833
01/09/21	31/08/22	TLR 3	£581	£2,883
01/09/22	31/08/23	TLR 3	£619	£3,071