

**Employee Rates of Pay – DRAFT – subject to NJC agreement**

With effect from 1 April 2024				With effect from 1 April 2025	
Annual Salary	Hourly Rate	Grade	SCP	Annual Salary	Hourly Rate
£12,348	£6.40	NMW	U18	£14,567	£7.55
£16,592	£8.60		18-20	£19,293	£10.00
£22,071	£11.44		21+	£23,557	£12.21
NJC With effect from 1 April 2024				NJC With effect from 1 April 2025	
£25,584	£13.26	G2	7	£26,403	£13.69
£25,992	£13.47		8	£26,824	£13.90
£26,409	£13.69	G3	9	£27,254	£14.13
£27,269	£14.13		11	£28,142	£14.59
£27,711	£14.36		12	£28,598	£14.82
£28,624	£14.84		14	£29,540	£15.31
£29,093	£15.08	G4	15	£30,024	£15.56
£30,060	£15.58		17	£31,022	£16.08
£31,067	£16.10		19	£32,061	£16.62
£31,586	£16.37		20	£32,597	£16.90
£32,654	£16.93	G5	22	£33,699	£17.47
£33,366	£17.29		23	£34,434	£17.85
£34,314	£17.79		24	£35,412	£18.35
£35,235	£18.26		25	£36,363	£18.85
£36,124	£18.72		G6	26	£37,280
£37,035	£19.20	27		£38,220	£19.81
£37,938	£19.66	28		£39,152	£20.29
£38,626	£20.02	29		£39,862	£20.66
£39,513	£20.48	G7	30	£40,777	£21.14
£40,476	£20.98		31	£41,771	£21.65
£41,511	£21.52		32	£42,839	£22.20
£42,708	£22.14		33	£44,075	£22.85
£43,693	£22.65		G8	74	£45,091
£45,045	£23.35	75		£46,486	£24.10
£46,396	£24.05	76		£47,881	£24.82
£47,754	£24.75	77		£49,282	£25.54
£48,710	£25.25	G9	78	£50,269	£26.06
£50,073	£25.95		79	£51,675	£26.78
£51,437	£26.66		80	£53,083	£27.51
£52,805	£27.37		81	£54,495	£28.25
£53,701	£27.83	G10	82	£55,419	£28.73
£54,851	£28.43		83	£56,606	£29.34
£56,003	£29.03		84	£57,795	£29.96
£59,136	£30.65	SM2	87	£61,028	£31.63
£61,420	£31.84		88	£63,385	£32.85
£63,804	£33.07		89	£65,846	£34.13
£66,265	£34.35		90	£68,385	£35.45
£69,479	£36.01	SM3	91	£71,702	£37.17
£72,849	£37.76		92	£75,180	£38.97
£76,388	£39.59		93	£78,832	£40.86
£80,104	£41.52	SM4	94	£82,667	£42.85
£84,006	£43.54		95	£86,694	£44.94
£87,387	£45.30		96	£90,183	£46.74
£102,051	£52.90	DIR	97	£105,317	£54.59
£105,644	£54.76		98	£109,025	£56.51
£109,476	£56.74		99	£112,979	£58.56