NJC & Chief Officer Pay Line

NJC

SCP	Salary	Pay Band
4	######	
5	######	
6	######	
7	12,915	Grade 1
8	13,321	
9	13,725	
10	14,013	
11	14,880	Grade 2
12	15,189	
13	15,598	Grade 3
14	15,882	
15	16,215	
16	16,604	
17	16,998	Grade 4
18	17,333	
19	17,980	
20	18,638	
21	19,317	Grade 5
22	19,817	
23	20,400	
24	21,067	
25	21,734	Grade 6
26	22,443	
27	23,188	
28	23,945	
29	24,892	Grade 7
30	25,727	
31	26,539	
32	27,323	
33	28,127	Grade 8
34	28,922	
35	29,528	
36	30,311	
37	31,160	Grade 9
38	32,072	
39	33,128	
40	33,998	
41	34,894	Grade 10
42	35,784	
43	36,676	
44	37,578	
45	38,422	Grade 11
46	39,351	
47	40,254	
48	41,148	
49	42,032	Grade 12
50	42,929	
51	43,828	
52	44,737	
53	45,655	Grade 13
54	46,573	
55	47,492	
56	48,414	Grade 14
57	49,332	
58	50,254	
59	50,998	
64	55,038	Grade 15
65	55,947	
66	56,856	
67	57,765	
68	58,674	

How Scores Link to Pay Bands

Grade Name	Points Span	Min-Max SCP	Min Salary	Max Salary	No of Increments
GRADE 1	0-243	7 to 10	12915	14013	3
GRADE 2	244-287	10 to 13	15598	15598	3
GRADE 3	288-331	13 to 17	15598	16998	4
GRADE 4	332-375	17 to 21	16998	19317	4
GRADE 5	376-419	21 to 25	19317	21734	4
GRADE 6	420-463	25 to 29	21734	24892	4
GRADE 7	464-507	29 to 33	24892	28127	4
GRADE 8	508-551	33 to 37	28127	31160	4
GRADE 9	552-595	37 to 41	31160	34894	4
GRADE 10	596-639	41 to 45	34894	38422	4
GRADE 11	640-683	45 to 49	38422	42032	4
GRADE 12	684-727	49 to 53	42032	45655	4
GRADE 13	728-771	53 to 56	45655	48414	3
GRADE 14	772-814	56 to 59	48414	50998	3
GRADE 15	815+	64 to 68	55038	58674	4

Chief Officer

Point	Salary	Grades
1	£ 65,000	Grade 5
2	£ 67,500	
3	£ 70,000	
4	£ 72,500	
5	£ 75,500	Grade 4
6	£ 77,500	
7	£ 80,000	
8	£ 82,500	
9	£ 85,000	Grade 3
10	£ 87,500	
11	£ 90,000	
12	£ 92,500	
13	£ 95,000	Grade 2
14	£ 100,000	
15	£ 102,500	
16	£ 105,000	
17	£ 107,500	
18	£ 110,000	Grade 1
19	£ 112,500	
20	£ 115,000	
21	£ 117,500	
22	£ 120,000	
23	£ 122,500	
24	£ 125,000	
25	£ 127,500	
26	£ 130,000	
27	£ 132,500	
28	£ 135,000	
29	£ 160,000	
30	£ 162,500	
31	£ 165,000	
32	£ 167,500	
33	£ 170,000	
34	£ 172,500	
35	£ 175,000	Chief Executive
36	£ 177,500	
37	£ 180,000	
38	£ 182,500	
39	£ 185,000	

Teachers

Head Teachers

Spine Point	Salary	Group	Spine Points
L6	######	1	L6 - L18
L7	######	2	L8 - L21
L8	######	3	L11 - L24
L9	######	4	L14 - L27
L10	######	5	L18 - L31
L11	######	6	L21 - L35
L12	######	7	L24 - L39
L13	######	8	L28 - L43
L14	######		
L15	######		
L16	######		
L17	######		
L18	######		
L19	######		
L20	######		
L21	######		
L22	######		
L23	######		
L24	######		
L25	######		
L26	######		
L27	######		
L28	######		
L29	######		
L30	######		
L31	######		
L32	######		
L33	######		
L34	######		
L35	######		
L36	######		
L37	######		
L38	######		
L39	######		
L40	######		
L41	######		
L42	######		
L43	######		

Leadership

Spine Point	Salary
L1	######
L2	######
L3	######
L4	######
L5	######
L6	######
L7	######
L8	######
L9	######
L10	######
L11	######
L12	######
L13	######
L14	######
L15	######
L16	######
L17	######
L18	######
L19	######
L20	######
L21	######
L22	######
L23	######
L24	######
L25	######
L26	######
L27	######
L28	######
L29	######
L30	######
L31	######
L32	######
L33	######
L34	######
L35	######
L36	######
L37	######
L38	######
L39	######
L40	######
L41	######
L42	######
L43	######

Advanced Skills

Spine Point	Salary
AST1	######
AST2	######
AST3	######
AST4	######
AST5	######
AST6	######
AST7	######
AST8	######
AST9	######
AST10	######
AST11	######
AST12	######
AST13	######
AST14	######
AST15	######
AST16	######
AST17	######
AST18	######

Further Education lecturers

Spine Point	Salary	Group
101	######	Tutor
102	######	Tutor
103	######	Tutor
104	######	Tutor
105	######	Tutor
106	######	Tutor
107	######	Lecturer (TO1)
108	######	Lecturer (TO1)
109	######	Lecturer (TO1)
110	######	Lecturer (TO1)
111	######	Course Leader (TO2)
112	######	Course Leader (TO2)
113	######	Course Leader (TO2)
114	######	Course Leader (TO2)
113	######	Team Leader (MO1)
114	######	Team Leader (MO1)
115	######	Team Leader (MO1)
116	######	Team Leader (MO1)
117	######	Team Leader (MO1)
116	######	Area Organiser (MO2)
117	######	Area Organiser (MO2)
118	######	Area Organiser (MO2)
119	######	Area Organiser (MO2)
120	######	Area Organiser (MO2)
121	######	
122	######	
123	######	Head of Service(MO3)
124	######	Head of Service(MO3)
125	######	Head of Service(MO3)
126	######	Head of Service(MO3)
127	######	
128	######	

Qualified Teacher

Spine Point	Salary
M1	21,588
M2	23,295
M3	25,168
M4	27,104
M5	29,240
M6	31,552
U1	34,181
U2	35,447
U3	36,756

Excellent Teacher Sc

Spine	Salary
100	39,697
300	52,090

Unqualified Teache

Spine Point	Salary
1	15,817
2	17,657
3	19,497
4	21,336
5	23,177
6	25,016

Soulbury

SOULBURY EDUCATIONAL

Spine Point	Salary
1	£32,353
2	£33,512
3	£34,606
4	£35,714
5	£36,817
6	£37,920
7	£39,079
8	£40,192
9	£41,491
10	£42,649
11	£43,792
12	£44,899
13	£46,152
14	£47,269
15	£48,503
16	£49,620
17	£50,739
18	£51,837
19	£52,969
20	£53,554
21	£54,679
22	£55,658
23	£56,738
24	£57,705
25	£58,741
26	£59,749
27	£60,781
28	£61,827
29	£62,876
30	£63,924
31	£64,961
32	£66,016
33	£67,071
34	£68,151
35	£69,228
36	£70,337
37	£71,427
38	£72,529
39	£73,616
40	£74,702
41	£75,795
42	£76,885
43	£77,975
44	£79,071
45	£80,164
46	£81,257
47	£82,356
48	£83,446
49	£84,539
50	£85,632

EDUCATIONAL

[illegible]	Salary
	£33,934
	£35,656
	£37,378
	£39,100
	£40,822
	£42,544
	£44,165
	£45,786
	£47,305
	£48,825
	£50,243

SENIOR & PRINCIPAL

Spine Point	Salary
1	£42,544
2	£44,165
3	£45,786
4	£47,305
5	£48,825
6	£50,243
7	£50,825
8	£51,912
9	£52,989
10	£54,085
11	£55,159
12	£56,255
13	£57,370
14	£58,447
15	£59,575
16	£60,693
17	£61,818
18	£62,942

TRAINEE EDUCATIONAL PSYCHOLOGISTS

Spine Point	Salary
1	£21,801
2	£23,397
3	£24,991
4	£26,587
5	£28,182
6	£29,777

ASSISTANT EDUCATIONAL

Spine	Salary
1	£26,799
2	£27,893
3	£28,988
4	£30,076

Youth & Community

YOUNG PEOPLE'S/COMM

Spine Point	Salary
1	£33,555
2	£34,653
3	£35,751
4	£36,871
5	£38,009
6	£39,120
7	£40,256
8	£41,547
9	£42,258
10	£43,357
11	£44,450
12	£45,546
13	£46,633
14	£47,731
15	£48,831
16	£49,933
17	£51,042
18	£52,142
19	£53,237
20	£54,355
21	£55,496
22	£56,661
23	£57,851
24	£59,066

Youth and Community Support Worker Range

Spine Point	Salary
1	£14,143
2	£14,733
3	£15,324
4	£15,917
5	£16,509
6	£17,100
7	£17,697
8	£18,291
9	£19,047
10	£19,636
11	£20,591
12	£21,525
13	£22,489
14	£23,485
15	£24,166
16	£24,875
17	£25,574

Youth and Community Professional range

Spine Point	Salary
11	£20,591
12	£21,525
13	£22,489
14	£23,485
15	£24,166
16	£24,875
17	£25,574
18	£26,279
19	£26,975
20	£27,673
21	£28,461
22	£29,352
23	£30,219
24	£31,091
25	£31,968
26	£32,847
27	£33,726
28	£34,613
29	£35,496
30	£36,377