

Appendix 3: NJC Pay Rates from 1 April 2024 (Realigned)

LOCAL GOVERNMENT SERVICES PAY SCALES 1 APRIL 2024

The pay scales below show CBMDC's Realigned Pay Bands 1 to 6 implemented 1 March 2025.

| Band | SCP | Annual | Per month | Per week | Per hour |
|------------|-----|----------------|-----------|----------|----------|
| Band 1 / 2 | 2 | £23,656 | £1,971.33 | £453.68 | £12.26 |
| Band 3 | 3 | £24,027 | £2,002.25 | £460.79 | £12.45 |
| Band 4 | 4 | £24,404 | £2,033.67 | £468.02 | £12.65 |
| Band 5 | 5 | £24,790 | £2,065.83 | £475.42 | £12.85 |
| | 6 | £25,183 | £2,098.58 | £482.96 | £13.05 |
| Band 6 | 7 | £25,584 | £2,132.00 | £490.65 | £13.26 |
| | 8 | £25,992 | £2,166.00 | £498.48 | £13.47 |
| | 9 | £26,409 | £2,200.75 | £506.47 | £13.69 |
| | 10 | £26,835 | £2,236.25 | £514.64 | £13.91 |
| | 11 | £27,269 | £2,272.42 | £522.97 | £14.13 |
| Band 7 | 11 | £27,269 | £2,272.42 | £522.97 | £14.13 |
| | 12 | £27,711 | £2,309.25 | £531.44 | £14.36 |
| | 13 | £28,163 | £2,346.92 | £540.11 | £14.60 |
| | 14 | £28,624 | £2,385.33 | £548.95 | £14.84 |
| | 15 | £29,093 | £2,424.42 | £557.95 | £15.08 |
| | 16 | £29,572 | £2,464.33 | £567.13 | £15.33 |
| | 17 | £30,060 | £2,505.00 | £576.49 | £15.58 |
| Band 8 | 17 | £30,060 | £2,505.00 | £576.49 | £15.58 |
| | 18 | £30,559 | £2,546.58 | £586.06 | £15.84 |
| | 19 | £31,067 | £2,588.92 | £595.81 | £16.10 |
| | 20 | £31,586 | £2,632.17 | £605.76 | £16.37 |
| | 21 | £32,115 | £2,676.25 | £615.90 | £16.65 |
| | 22 | £32,654 | £2,721.17 | £626.24 | £16.93 |

| Senior Officer Grades | | Pay | | | |
|-----------------------|-----|----------------|-----------|----------|----------|
| Band | SCP | Annual | Per month | Per week | Per hour |
| SO1 | 23 | £33,366 | £2,780.50 | £639.90 | £17.29 |
| | 24 | £34,314 | £2,859.50 | £658.08 | £17.79 |
| | 25 | £35,235 | £2,936.25 | £675.74 | £18.26 |
| SO2 | 26 | £36,124 | £3,010.33 | £692.79 | £18.72 |
| | 27 | £37,035 | £3,086.25 | £710.26 | £19.20 |
| | 28 | £37,938 | £3,161.50 | £727.58 | £19.66 |

| Principal Officer Grades | | Pay | | | |
|--------------------------|-----|----------------|-----------|-----------|----------|
| Band | SCP | Annual | Per month | Per week | Per hour |
| PO1 | 27 | £37,035 | £3,086.25 | £710.26 | £19.20 |
| | 28 | £37,938 | £3,161.50 | £727.58 | £19.66 |
| | 29 | £38,626 | £3,218.83 | £740.77 | £20.02 |
| | 30 | £39,513 | £3,292.75 | £757.78 | £20.48 |
| PO2 | 29 | £38,626 | £3,218.83 | £740.77 | £20.02 |
| | 30 | £39,513 | £3,292.75 | £757.78 | £20.48 |
| | 31 | £40,476 | £3,373.00 | £776.25 | £20.98 |
| | 32 | £41,511 | £3,459.25 | £796.10 | £21.52 |
| PO3 | 32 | £41,511 | £3,459.25 | £796.10 | £21.52 |
| | 33 | £42,708 | £3,559.00 | £819.06 | £22.14 |
| | 34 | £43,693 | £3,641.08 | £837.95 | £22.65 |
| | 35 | £44,711 | £3,725.92 | £857.47 | £23.17 |
| PO4 | 35 | £44,711 | £3,725.92 | £857.47 | £23.17 |
| | 36 | £45,718 | £3,809.83 | £876.78 | £23.70 |
| | 37 | £46,731 | £3,894.25 | £896.21 | £24.22 |
| | 38 | £47,754 | £3,979.50 | £915.83 | £24.75 |
| PO5 | 38 | £47,754 | £3,979.50 | £915.83 | £24.75 |
| | 39 | £48,710 | £4,059.17 | £934.16 | £25.25 |
| | 40 | £49,764 | £4,147.00 | £954.38 | £25.79 |
| | 41 | £50,788 | £4,232.33 | £974.02 | £26.32 |
| PO6 | 40 | £49,764 | £4,147.00 | £954.38 | £25.79 |
| | 41 | £50,788 | £4,232.33 | £974.02 | £26.32 |
| | 42 | £51,802 | £4,316.83 | £993.46 | £26.85 |
| | 43 | £52,805 | £4,400.42 | £1,012.70 | £27.37 |

| Special Salary Grades | | Pay | | | |
|-----------------------|-----|----------------|-----------|-----------|----------|
| Band | SCP | Annual | Per month | Per week | Per hour |
| Special A | 1 | £51,729 | £4,310.72 | £992.06 | £26.81 |
| | 2 | £52,779 | £4,398.28 | £1,012.21 | £27.36 |
| | 3 | £53,846 | £4,487.19 | £1,032.67 | £27.91 |
| | 4 | £54,784 | £4,565.35 | £1,050.66 | £28.40 |
| | 5 | £55,737 | £4,644.79 | £1,068.94 | £28.89 |
| Special B | 1 | £54,924 | £4,576.97 | £1,053.33 | £28.47 |
| | 2 | £55,856 | £4,654.70 | £1,071.22 | £28.95 |
| | 3 | £56,817 | £4,734.73 | £1,089.64 | £29.45 |
| | 4 | £57,771 | £4,814.25 | £1,107.94 | £29.94 |
| | 5 | £58,714 | £4,892.84 | £1,126.02 | £30.43 |
| Special C | 1 | £58,010 | £4,834.16 | £1,112.52 | £30.07 |
| | 2 | £58,961 | £4,913.42 | £1,130.76 | £30.56 |
| | 3 | £59,926 | £4,993.80 | £1,149.26 | £31.06 |
| | 4 | £60,793 | £5,066.06 | £1,165.89 | £31.51 |
| | 5 | £61,811 | £5,150.88 | £1,185.41 | £32.04 |
| Special D | 1 | £63,006 | £5,250.48 | £1,208.33 | £32.66 |
| | 2 | £65,597 | £5,466.41 | £1,258.02 | £34.00 |
| | 3 | £68,317 | £5,693.11 | £1,310.19 | £35.41 |
| | 4 | £70,787 | £5,898.88 | £1,357.55 | £36.69 |
| | 5 | £73,380 | £6,114.98 | £1,407.28 | £38.03 |
| Special E | 1 | £74,676 | £6,223.03 | £1,432.15 | £38.71 |
| | 2 | £77,272 | £6,439.31 | £1,481.92 | £40.05 |
| | 3 | £79,865 | £6,655.41 | £1,531.66 | £41.40 |
| | 4 | £82,458 | £6,871.51 | £1,581.39 | £42.74 |
| | 5 | £85,052 | £7,087.70 | £1,631.14 | £44.08 |

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