

Appendix 3: NJC Pay Rates from 1 April 2026 (Realigned)

LOCAL GOVERNMENT SERVICES PAY SCALES 1 APRIL 2026

The pay scales below show CBMDC's Realigned Pay Bands 1 to 5 implemented 1 April 2026.

Band	SCP	Annual	Per month	Per week	Per hour
Band 1 / 2	3	£24,796	£2,066.33	£475.54	£12.85
Band 3	4	£25,185	£2,098.75	£483.00	£13.05
Band 4	5	£25,583	£2,131.92	£490.63	£13.26
Band 5	6	£25,989	£2,165.75	£498.42	£13.47
Band 6	7	£26,403	£2,200.25	£506.36	£13.69
	8	£26,824	£2,235.33	£514.43	£13.90
	9	£27,254	£2,271.17	£522.68	£14.13
	10	£27,694	£2,307.83	£531.12	£14.35
	11	£28,142	£2,345.17	£539.71	£14.59
Band 7	11	£28,142	£2,345.17	£539.71	£14.59
	12	£28,598	£2,383.17	£548.45	£14.82
	13	£29,064	£2,422.00	£557.39	£15.06
	14	£29,540	£2,461.67	£566.52	£15.31
	15	£30,024	£2,502.00	£575.80	£15.56
	16	£30,518	£2,543.17	£585.28	£15.82
Band 8	17	£31,022	£2,585.17	£594.94	£16.08
	17	£31,022	£2,585.17	£594.94	£16.08
	18	£31,537	£2,628.08	£604.82	£16.35
	19	£32,061	£2,671.75	£614.87	£16.62
	20	£32,597	£2,716.42	£625.15	£16.90
	21	£33,143	£2,761.92	£635.62	£17.18
	22	£33,699	£2,808.25	£646.28	£17.47

Senior Officer Grades		Pay			
Band	SCP	Annual	Per month	Per week	Per hour
SO1	23	£34,434	£2,869.50	£660.38	£17.85
	24	£35,412	£2,951.00	£679.13	£18.35
	25	£36,363	£3,030.25	£697.37	£18.85
SO2	26	£37,280	£3,106.67	£714.96	£19.32
	27	£38,220	£3,185.00	£732.99	£19.81
	28	£39,152	£3,262.67	£750.86	£20.29

Principal Officer Grades		Pay			
Band	SCP	Annual	Per month	Per week	Per hour
PO1	27	£38,220	£3,185.00	£732.99	£19.81
	28	£39,152	£3,262.67	£750.86	£20.29
	29	£39,862	£3,321.83	£764.48	£20.66
	30	£40,777	£3,398.08	£782.02	£21.14
PO2	29	£39,862	£3,321.83	£764.48	£20.66
	30	£40,777	£3,398.08	£782.02	£21.14
	31	£41,771	£3,480.92	£801.09	£21.65
	32	£42,839	£3,569.92	£821.57	£22.20
PO3	32	£42,839	£3,569.92	£821.57	£22.20
	33	£44,075	£3,672.92	£845.27	£22.85
	34	£45,091	£3,757.58	£864.76	£23.37
	35	£46,142	£3,845.17	£884.92	£23.92
PO4	35	£46,142	£3,845.17	£884.92	£23.92
	36	£47,181	£3,931.75	£904.84	£24.46
	37	£48,226	£4,018.83	£924.88	£25.00
	38	£49,282	£4,106.83	£945.13	£25.54
PO5	38	£49,282	£4,106.83	£945.13	£25.54
	39	£50,269	£4,189.08	£964.06	£26.06
	40	£51,356	£4,279.67	£984.91	£26.62
	41	£52,413	£4,367.75	£1,005.18	£27.17
PO6	40	£51,356	£4,279.67	£984.91	£26.62
	41	£52,413	£4,367.75	£1,005.18	£27.17
	42	£53,460	£4,455.00	£1,025.26	£27.71
	43	£54,495	£4,541.25	£1,045.11	£28.25

Special Salary Grades		Pay			
Band	SCP	Annual	Per month	Per week	Per hour
Special A	1	£53,384	£4,448.67	£1,023.80	£27.67
	2	£54,468	£4,539.00	£1,044.59	£28.23
	3	£55,569	£4,630.75	£1,065.71	£28.80
	4	£56,537	£4,711.42	£1,084.27	£29.30
	5	£57,521	£4,793.42	£1,103.14	£29.81
Special B	1	£56,682	£4,723.50	£1,087.05	£29.38
	2	£57,643	£4,803.58	£1,105.48	£29.88
	3	£58,635	£4,886.25	£1,124.51	£30.39
	4	£59,620	£4,968.33	£1,143.40	£30.90
	5	£60,593	£5,049.42	£1,162.06	£31.41
Special C	1	£59,866	£4,988.83	£1,148.12	£31.03
	2	£60,848	£5,070.67	£1,166.95	£31.54
	3	£61,844	£5,153.67	£1,186.05	£32.06
	4	£62,738	£5,228.17	£1,203.19	£32.52
	5	£63,789	£5,315.75	£1,223.35	£33.06
Special D	1	£65,022	£5,418.50	£1,247.00	£33.70
	2	£67,696	£5,641.33	£1,298.28	£35.09
	3	£70,503	£5,875.25	£1,352.11	£36.54
	4	£73,052	£6,087.67	£1,401.00	£37.86
	5	£75,728	£6,310.67	£1,452.32	£39.25
Special E	1	£77,066	£6,422.17	£1,477.98	£39.95
	2	£79,745	£6,645.42	£1,529.36	£41.33
	3	£82,421	£6,868.42	£1,580.68	£42.72
	4	£85,097	£7,091.42	£1,632.00	£44.11
	5	£87,774	£7,314.50	£1,683.34	£45.50

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