

## 2021 NJC Pay Scale

This pay scale applies to Local Government Employees and is effective 1st April 2021.

### Real Living Wage (RLW)

The table below shows the spinal column points (SCP) which are paid the RLW as determined by the Real Living Wage Foundation. From 1<sup>st</sup> of April 2022 SCPs 1 to 3 will be paid the RLW rate of £9.90 per hour. All SCPs that are paid the RLW are highlighted in green below.

Grade	Spinal column point (SCP)	Salary Figure 2020	Hourly Rate 2020	Salary Figure 2021 (from 1st April 2021)	Hourly Rate 2021 (from 1st April 2021)	Salary Figure 2022 (from 1st April 2022)	Hourly Rate 2022 (from 1st April 2021)
SO2	28	£32,234	£16.71	£32,798	£17.00		
	27	£31,346	£16.25	£31,895	£16.53		
	26	£30,451	£15.78	£30,984	£16.06		
SO1	25	£29,577	£15.33	£30,095	£15.60		
	24	£28,672	£14.86	£29,174	£15.12		
	23	£27,741	£14.38	£28,226	£14.63		
6	22	£27,041	£14.02	£27,514	£14.26		
	21	£26,511	£13.74	£26,975	£13.98		
	20	£25,991	£13.47	£26,446	£13.71		
	19	£25,481	£13.21	£25,927	£13.44		
	18	£24,982	£12.95	£25,419	£13.18		
5	17	£24,491	£12.69	£24,920	£12.92		
	16	£24,012	£12.45	£24,432	£12.66		
	15	£23,541	£12.20	£23,953	£12.42		
	14	£23,080	£11.96	£23,484	£12.17		
	13	£22,627	£11.73	£23,023	£11.93		
	12	£22,183	£11.50	£22,571	£11.70		
4	11	£21,748	£11.27	£22,129	£11.47		
	10	£21,322	£11.05	£21,695	£11.25		
	9	£20,903	£10.83	£21,269	£11.02		
	8	£20,493	£10.62	£20,852	£10.81		
	7	£20,092	£10.41	£20,444	£10.60		
3	6	£19,698	£10.21	£20,043	£10.39		
	5	£19,312	£10.01	£19,650	£10.19		
2	5	£19,312	£10.01	£19,650	£10.19		
	4	£18,933	£9.81	£19,264	£9.99		
1	3	£18,562	£9.62	£18,887	£9.79	19,100	9.90
	2	£18,198	£9.43	£18,516	£9.60	19,100	9.90
	1	£17,842	£9.25	£18,333	£9.50	19,100	9.90