

NJC PAY SCALES 1 APRIL 2025

Non-teaching employees

SCP	01/04/2024		01/04/2025		01/04/2026	Hourly Rate
Foundation Living Wage						£13.45
1	deleted wef 1/4/23					
2	£23,656.00	£12.26	£24,413	£12.65	deleted wef 1/4/2026	
3	£24,027.00	£12.45	£24,796	£12.85	£25,614.00	£13.28
4	£24,404.00	£12.65	£25,185	£13.05	£26,016.00	£13.48
5	£24,790.00	£12.85	£25,583	£13.26	£26,427.00	£13.70
6	£25,183.00	£13.05	£25,989	£13.47	£26,847.00	£13.92
7	£25,584.00	£13.26	£26,403	£13.69	£27,274.00	£14.14
8	£25,992.00	£13.47	£26,824	£13.90	£27,709.00	£14.36
9	£26,409.00	£13.69	£27,254	£14.13	£28,153.00	£14.59
10	£26,835.00	£13.91	£27,694	£14.35	£28,608.00	£14.83
11	£27,269.00	£14.13	£28,142	£14.59	£29,071.00	£15.07
12	£27,711.00	£14.36	£28,598	£14.82	£29,542.00	£15.31
13	£28,163.00	£14.60	£29,064	£15.06	£30,023.00	£15.56
14	£28,624.00	£14.84	£29,540	£15.31	£30,515.00	£15.82
15	£29,093.00	£15.08	£30,024	£15.56	£31,015.00	£16.08
16	£29,572.00	£15.33	£30,518	£15.82	£31,525.00	£16.34
17	£30,060.00	£15.58	£31,022	£16.08	£32,046.00	£16.61
18	£30,559.00	£15.84	£31,537	£16.35	£32,578.00	£16.89
19	£31,067.00	£16.10	£32,061	£16.62	£33,119.00	£17.17
20	£31,586.00	£16.37	£32,597	£16.90	£33,673.00	£17.45
21	£32,115.00	£16.65	£33,143	£17.18	£34,237.00	£17.75
22	£32,654.00	£16.93	£33,699	£17.47	£34,811.00	£18.04
23	£33,366.00	£17.29	£34,434	£17.85	£35,570.00	£18.44
24	£34,314.00	£17.79	£35,412	£18.35	£36,581.00	£18.96
25	£35,235.00	£18.26	£36,363	£18.85	£37,563.00	£19.47
26	£36,124.00	£18.72	£37,280	£19.32	£38,510.00	£19.96
27	£37,035.00	£19.20	£38,220	£19.81	£39,481.00	£20.46
28	£37,938.00	£19.66	£39,152	£20.29	£40,444.00	£20.96
29	£38,626.00	£20.02	£39,862	£20.66	£41,177.00	£21.34
30	£39,513.00	£20.48	£40,777	£21.14	£42,123.00	£21.83
31	£40,476.00	£20.98	£41,771	£21.65	£43,149.00	£22.37
32	£41,511.00	£21.52	£42,839	£22.20	£44,253.00	£22.94
33	£42,708.00	£22.14	£44,075	£22.85	£45,529.00	£23.60
34	£43,693.00	£22.65	£45,091	£23.37	£46,579.00	£24.14
35	£44,711.00	£23.17	£46,142	£23.92	£47,665.00	£24.71
36	£45,718.00	£23.70	£47,181	£24.46	£48,738.00	£25.26
37	£46,731.00	£24.22	£48,226	£25.00	£49,817.00	£25.82
38	£47,754.00	£24.75	£49,282	£25.54	£50,908.00	£26.39
39	£48,710.00	£25.25	£50,269	£26.06	£51,928.00	£26.92
40	£49,764.00	£25.79	£51,356	£26.62	£53,051.00	£27.50
41	£50,788.00	£26.32	£52,413	£27.17	£54,143.00	£28.06
42	£51,802.00	£26.85	£53,460	£27.71	£55,224.00	£28.62
43	£52,805.00	£27.37	£54,495	£28.25	£56,293.00	£29.18
44	£53,886.00		£55,610		£57,445	£29.78
45	£54,971.00		£56,730		£58,602	£30.37
46	£56,073.00		£57,867		£59,777	£30.98
47	£57,182.00		£59,012		£60,959	£31.60
48	£58,341.00		£60,208		£62,195	£32.24
49	£59,524.00		£61,429		£63,456	£32.89
50	£60,694.00		£62,636		£64,703	£33.54
51	£61,858.00		£63,837		£65,944	£34.18
52	£63,025.00		£65,042		£67,188	£34.83
53	£64,189.00		£66,243		£68,429	£35.47
54	£65,344.00		£67,435		£69,660	£36.11
55	£66,507.00		£68,635		£70,900	£36.75
56	£67,686.00		£69,852		£72,157	£37.40
57	£68,865.00		£71,069		£73,414	£38.05
58	£70,017.00		£72,258		£74,643	£38.69
59	£71,191.00		£73,469		£75,893	£39.34