

**NJC PAY SCALES 1 APRIL 2025**  
**Non-teaching employees**

| SCP | 01/04/2025             | Hourly Rate |
|-----|------------------------|-------------|
|     | Foundation Living Wage | £12.60      |
| 1   | deleted wef 1/4/23     |             |
| 2   | £24,413                | £12.69      |
| 3   | £24,796                | £12.89      |
| 4   | £25,185                | £13.09      |
| 5   | £25,583                | £13.30      |
| 6   | £25,989                | £13.51      |
| 7   | £26,403                | £13.72      |
| 8   | £26,824                | £13.94      |
| 9   | £27,254                | £14.17      |
| 10  | £27,694                | £14.39      |
| 11  | £28,142                | £14.63      |
| 12  | £28,598                | £14.86      |
| 13  | £29,064                | £15.11      |
| 14  | £29,540                | £15.35      |
| 15  | £30,024                | £15.60      |
| 16  | £30,518                | £15.86      |
| 17  | £31,022                | £16.12      |
| 18  | £31,537                | £16.39      |
| 19  | £32,061                | £16.66      |
| 20  | £32,597                | £16.94      |
| 21  | £33,143                | £17.23      |
| 22  | £33,699                | £17.52      |
| 23  | £34,434                | £17.90      |
| 24  | £35,412                | £18.41      |
| 25  | £36,363                | £18.90      |
| 26  | £37,280                | £19.38      |
| 27  | £38,220                | £19.86      |
| 28  | £39,152                | £20.35      |
| 29  | £39,862                | £20.72      |
| 30  | £40,777                | £21.19      |
| 31  | £41,771                | £21.71      |
| 32  | £42,839                | £22.27      |
| 33  | £44,075                | £22.91      |
| 34  | £45,091                | £23.44      |
| 35  | £46,142                | £23.98      |
| 36  | £47,181                | £24.52      |
| 37  | £48,226                | £25.07      |
| 38  | £49,282                | £25.61      |
| 39  | £50,269                | £26.13      |
| 40  | £51,356                | £26.69      |
| 41  | £52,413                | £27.24      |
| 42  | £53,460                | £27.79      |
| 43  | £54,495                | £28.32      |
| 44  | £55,610                |             |
| 45  | £56,730                |             |
| 46  | £57,867                |             |
| 47  | £59,012                |             |
| 48  | £60,208                |             |
| 49  | £61,429                |             |
| 50  | £62,636                |             |
| 51  | £63,837                |             |
| 52  | £65,042                |             |
| 53  | £66,243                |             |
| 54  | £67,435                |             |
| 55  | £68,635                |             |
| 56  | £69,852                |             |
| 57  | £71,069                |             |
| 58  | £72,258                |             |
| 59  | £73,469                |             |