

APPENDIX 1: Comparison of Pay Spine – 2018/19 VS 2019/20

	Existing Pay and Grading Structure			Assimilation to New Pay Spine in 2019/20 as per Pay Agreement			
	2018/19		Current Employees on NJC Terms and Conditions	2019/20			
	SCP	Basic Pay		FTE	"Old" SCPs	New SCP	Basic Pay
Grade 1	6	16,394	79.75	6/7	1	£17,364	"Old" SCPs 6 and 7 are "paired off" to create a new SCP 1 from 2019/20
	7	16,495	354.27				
Grade 2	8	16,626	1.26	8/9	2	£17,711	"Old" SCPs 8 and 9 are "paired off" to create a new SCP 2 from 2019/20
	9	16,755	21.29				
	10	16,863	42.33	10/11	3	£18,065	"Old" SCPs 10 and 11 are "paired off" to create a new SCP 3 from 2019/20
	11*	17,007	114.30				
Grade 3	12	17,173	16.69	12/13	4	£18,426	"Old" SCPs 12 and 13 are "paired off" to create a new SCP 4 from 2019/20
	13	17,391	25.21	14/15	5	£18,795	"Old" SCPs 14 and 15 are "paired off" to create a new SCP 5 from 2019/20
	14	17,681	48.52				
	15	17,972	19.95				
	16*	18,319	284.69	16/17	6	£19,171	"Old" SCPs 16 and 17 are "paired off" to create a new SCP 7 from 2019/20
Grade 4	17	18,672	64.42	18	7	£19,554	
	18	18,870	65.82				
	19	19,446	56.26	19	8	£19,945	
	20	19,819	72.65				
					10	£20,751	New SCP to which no "old" SCPs would assimilate
	21*	20,541	660.22	21	11	£21,166	
Grade 5	22	£21,074	91.30	22	12	£21,589	
					13	£22,021	New SCP to which no "old" SCPs would assimilate
	23	£21,693	94.17	23	14	£22,462	
	24	£22,401	68.30	24	15	£22,911	
					16	£23,369	New SCP to which no "old" SCPs would assimilate
	25	£23,111	68.77	25	17	£23,836	
					18	£24,313	New SCP to which no "old" SCPs would assimilate
	26*	£23,866	593.41	26	19	£24,799	
Grade 6	27	£24,657	78.46	27	20	£25,295	
					21	£25,801	New SCP to which no "old" SCPs would assimilate
	28	£25,463	68.85	28	22	£26,317	
	29	£26,470	71.66	29	23	£26,999	
	30	£27,358	76.17	30	24	£27,905	
	31*	£28,221	624.93	31*	25	£28,785	
Grade 7	32	£29,055	59.21	32	26	£29,636	
	33	£29,909	64.76	33	27	£30,507	
	34	£30,756	62.51	34	28	£31,371	
	35	£31,401	86.73	35	29	£32,029	
	36*	£32,233	682.51	36*	30	£32,878	
Grade 8	37	£33,136	50.17	37	31	£33,799	
	38	£34,106	65.36	38	32	£34,788	
	39	£35,229	71.21	39	33	£35,934	
	40	£36,153	88.10	40	34	£36,876	
	41*	£37,107	249.26	41*	35	£37,849	
Grade 9	42	£38,052	23.01	42	36	£38,813	
	43	£39,002	58.50	43	37	£39,782	
	44	£39,961	30.10	44	38	£40,760	
	45	£40,858	73.55	45	39	£41,675	
	46*	£41,846	188.51	46*	40	£42,683	
Grade 10	47	£42,806	17.00	47	41	£43,662	
	48	£43,757	24.90	48	42	£44,632	
	49	£44,697	127.29	49	43	£45,591	
Grade 11	50	£45,932	1.00	Not part of the National Pay Spine (2.0% pay award applied)		£46,850	
	51	£46,920	12.00			£47,858	
	52	£48,115	11.00			£49,078	
	53	£49,153	40.90			£50,136	
Grade 12	54	£50,299	4.00			£51,305	
	55	£51,383	10.00			£52,410	
	56	£52,484	10.00			£53,534	
	57	£53,602	37.80			£54,674	