

**NJC PAYSCALES**

Agreement has now been reached on rates of pay applicable from **1 January 2015**.

SCP (Spinal Column Point) 5 will be deleted with effect from 1 October 2015 and those on it will move to SCP Point 6.

From 1 January 2015 the increases applied are:

* £1,065 (8.56 %) on SCP 5
* £1,000 (7.93 per cent) on SCP 6
* £800 (6.19 %) on SCP 7
* £550 (4.13 %) on SCP 8
* £350 (2.55 %) on SCP 9
* £325 (2.32 %) on SCP 10
* 2.2 % on SCPs 11 and above

In addition to the percentage increase, non-consolidated payments agreed are as follows (all payments to be pro-rated for part-time employees):

* £325 non-consolidated payment on SCPs 5, 6 & 7 to be paid in December 2014
* £150 non-consolidated payment on SCPs 8, 9 & 10 to be paid in December 2014
* £100 non-consolidated payment on SCPs 11-25 inclusive to be paid in December 2014
* 0.45 % of proposed new salaries on SCPs 26-49 inclusive, of which £100 to be paid in December 2014 and the remaining balance to be paid in April 2015

(NJC scales are based on Local Government working hours of 37.5 per week. NICVA working hours are 35 per week, therefore NICVA uses the same NJC scales based on a 35 hour week; this is not pro-rated)

**NICVA’s salary scales are guidance only** and indicate the hours, general duties, skills and level of responsibility which is reflective of each particular scale; it is not an exhaustive or prescriptive list, **it is intended as guidance and not to dictate how organisations should pay their staff**. The descriptions of types of posts attributed to the scales below should not be used in isolation to set salary scales but as part of a more effective range of implements which should also include objective processes such as benchmarking and/or job evaluation.

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| **Scales** | **Types of Posts** |
| **1 – 2** | Administrative/Clerical/Finance/Accounts, Care staff, Receptionist, Caterer, Support staff, Trainee Staff. Regular or routine duties may include clerical duties, or semi-skilled manual work. Junior or trainee roles in non-admin functions. Often work under supervision or direction. |
| **3 – 4** | Secretary, Finance/Admin staff, Care Assistant, Accounts Clerk. A range of clerical and admin tasks. Assists in projects, research and specialist admin or clerical duties. Have specific skills or knowledge such as word-processing or book-keeping, or is more generally involved in supporting other staff with clerical and related services, with minimum supervision. |
| **5** | Research/Development/Project Assistant (usually responsible to a  Coordinator), Supervisory, Office Manager, PA, Senior administrative staff. Specialist administrative or clerical duties may involve supervision of others. Requires specialist technical input for some clerical positions but is not classified as technical or management. Follows standard procedures, requiring much local or technical knowledge in limited area. |
| **6** | Development/Education/Publications/Information/Fundraising/Advice  Officer, Clerical supervisor/ Training or Care Staff.  Professional/technical expertise with either detailed operational expertise in specific areas or broad development skills. May be responsible for operation of a unit within a department or home or assisting or reporting to specialist staff or Manger. May have some supervisory responsibility for less experienced staff. Receives on-the-job training, assisting more senior staff or working on simple projects. Work is assigned with detailed instructions and is subject to close supervision. Guidance should always be made available. |
| **Senior**  **Officer 1** | Information & Development Officer, Senior Advice Officer, Project  Coordinator, Specialist, Professional, Technical Staff (usually applies where there is limited budgetary or staffing responsibility). Senior professional or functional expertise responsible for specific functional specialism and responsibilities. May lead small team or project, performs responsible and varied duties within projects. Work is assigned in terms of detailed objectives and priorities with support and guidance on areas of difficulty. Responsible to Functional Manager or Director. |
| **Senior**  **Officer 2** | As above but with greater budgetary and staffing responsibilities  Senior professional or functional expertise. Management responsibility for small team or project. May hold the title of Manager. |
| **PO1 – PO2** | Functional/Project Manager, Finance/ Human Resources/IT/Fundraising/Development/Centre Manager.  Management responsibility for a small function, sub-function or project, reports to Director, Deputy/Assistant Director, Senior Manager (Chief Executive in smaller organisations). Plans, conducts and coordinates work of some complexity and is responsible for staff within a specific business area. Work is assigned in terms of general objectives and priorities but guidance is to be sought on policy or unusually complex problems. Work is reviewed for effectiveness only. |
| **PO3 – PO4** | Function/dept or Unit Head, Senior Function Head with full responsibility for a complete function or activity without membership of a Board/Committee and/or senior management team. Responsible for service delivery and the administration of a function, with some policy information. Has full hands-on responsibility for projects, including long-term and short-term planning with budgetary control and decisions on work programmes. Receives senior manager/executive direction on generic objectives. Work is reviewed only for adherence to policy and general effectiveness. May be a member of a larger operational management team. Responsible to the Chief Executive, Directors. |
| **PO5 – PO7** | Deputy/Assistant Director, Operations Director (e.g. organisations with income of £500,000 or greater; could apply to Chief Executive/Executive Director in smaller organisations e.g. income £250,000 to £500,000)  Head of Department or Functions with membership of the Board/Committee and/or senior management team. Overall responsibility for matters across function, region or defined activity. Formulation and implementation of policy in a major functional area. Receives executive direction on broad corporate policy but may retain discretion on matters of local policy. Has responsibility for overseeing the implementation of corporate decisions and staff across the whole organisation at a strategic rather than operational level.  Responsible to the Chief Executive, Board or Management Committee. |
| **PO8** | Deputy to Chief Executive as well as having own PO5-7 responsibilities. |
| **PO9 –PO12** | Chief Executive, Director, Chief Officer (applicable in larger organisations, e.g. income of £500,000 or above) with considerable staffing and budgetary responsibilities. Primary responsibility for the organisation with overall responsibility for initiating corporate policy and decision-making and applying the board or committee’s strategy. Works unsupervised. Responsible to the Board/Committee for the overall performance of the organisation. Has responsibility for staff across the whole organisation at a strategic rather than operational level. |

**SCALES**

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| NJC SPINAL POINT | FINAL SCALE APRIL 2013 | FINAL SCALE JAN 2015 | SCALE | DEC '14 LUMP SUM | APRIL  '15 LUMP SUM |
| 5 | £12,435 | £13,500 |  | £325 |  |
| 6 | £12,614 | £13,614 | £325 |  |
| 7 | £12,915 | £13,715 | £325 |  |
| 8 | £13,321 | £13,871 | £150 |  |
| 9 | £13,725 | £14,075 | £150 |  |
| 10 | £14,013 | £14,338 | £150 |  |
| 11 | £14,880 | £15,207 | £100 |  |
| 11 | £14,880 | £15,207 | Scale 2 | £100 |  |
| 12 | £15,189 | £15,523 | £100 |  |
| 13 | £15,598 | £15,941 | £100 |  |
| 14 | £15,882 | £16,231 | Scale 3 | £100 |  |
| 15 | £16,215 | £16,572 | £100 |  |
| 16 | £16,604 | £16,969 | £100 |  |
| 17 | £16,998 | £17,372 | £100 |  |
| 18 | £17,333 | £17,714 | Scale 4 | £100 |  |
| 19 | £17,980 | £18,376 | £100 |  |
| 20 | £18,638 | £19,048 | £100 |  |
| 21 | £19,317 | £19,742 | £100 |  |
| 22 | £19,817 | £20,253 | Scale 5 | £100 |  |
| 23 | £20,400 | £20,849 | £100 |  |
| 24 | £21,067 | £21,530 | £100 |  |
| 25 | £21,734 | £22,212 | £100 |  |
| 26 | £22,443 | £22,937 | Scale 6 | £100 | £3 |
| 27 | £23,188 | £23,698 | £100 | £7 |
| 28 | £23,945 | £24,472 | £100 | £10 |
| 29 | £24,892 | £25,440 | SO 1 | £100 | £14 |
| 30 | £25,727 | £26,293 | £100 | £18 |
| 31 | £26,539 | £27,123 | £100 | £22 |
| 32 | £27,323 | £27,924 | SO 2 | £100 | £26 |
| 33 | £28,127 | £28,746 | £100 | £29 |
| 34 | £28,922 | £29,558 | £100 | £33 |
| 33 | £28,127 | £28,746 | PO 1 | £100 | £29 |
| 34 | £28,922 | £29,558 | £100 | £33 |
| 35 | £29,528 | £30,178 | £100 | £36 |
| 36 | £30,311 | £30,978 | £100 | £39 |
| 35 | £29,528 | £30,178 | PO 2 | £100 | £36 |
| 36 | £30,311 | £30,978 | £100 | £39 |
| 37 | £31,160 | £31,846 | £100 | £43 |
| 38 | £32,072 | £32,778 | £100 | £47 |
| 38 | £32,072 | £32,778 | PO 3 | £100 | £47 |
| 39 | £33,128 | £33,857 | £100 | £52 |
| 40 | £33,998 | £34,746 | £100 | £56 |
| 41 | £34,894 | £35,662 | £100 | £60 |
| 41 | £34,894 | £35,662 | PO 4 | £100 | £60 |
| 42 | £35,784 | £36,571 | £100 | £65 |
| 43 | £36,676 | £37,483 | £100 | £69 |
| 44 | £37,578 | £38,405 | £100 | £73 |
| 44 | £37,578 | £38,405 | PO 5 | £100 | £73 |
| 45 | £38,422 | £39,267 | £100 | £77 |
| 46 | £39,351 | £40,217 | £100 | £81 |
| 47 | £40,254 | £41,140 | £100 | £85 |
| 46 | £39,351 | £40,217 | PO 6 | £100 | £81 |
| 47 | £40,254 | £41,140 | £100 | £85 |
| 48 | £41,148 | £42,053 | £100 | £89 |
| 49 | £42,032 | £42,957 | £100 | £93 |

**Official NJC scales stop at point 49 and the following is for guidance only. Organisations may choose to apply increases/payments on points above 49.**

**The following is for guidance only.**

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| POINT | FINAL SCALE APRIL 2013 | FINAL SCALE JAN 2015 | SCALE |
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| 49 | £42,032 | £42,957 | PO 7 |
| 50 | £42,930 | £43,874 |
| 51 | £43,830 | £44,794 |
| 52 | £44,742 | £45,726 |
| 52 | £44,742 | £45,726 | PO 8 |
| 53 | £45,660 | £46,665 |
| 54 | £46,620 | £47,646 |
| 54 | £46,620 | £47,646 | PO 9 |
| 55 | £47,600 | £48,647 |
| 56 | £48,570 | £49,639 |
| 57 | £49,533 | £50,623 |
| 57 | £49,533 | £50,623 | PO 10 |
| 58 | £50,500 | £51,611 |
| 59 | £51,463 | £52,595 |
| 60 | £52,420 | £53,573 |
| 60 | £52,420 | £53,573 | PO 11 |
| 61 | £53,384 | £54,558 |
| 62 | £54,360 | £55,556 |
| 63 | £55,336 | £56,553 |
| 62 | £54,360 | £55,556 | PO 12 |
| 63 | £55,336 | £56,553 |
| 64 | £56,290 | £57,528 |
| 65 | £57,262 | £58,522 |