**PAYSCALES using NJC pay points 1 - 43**

**Important information**

Please note that NICVA is in no way involved in negotiating or setting NJC payscales. NJC payscales are agreed nationally for Local Government Services by the employer and trade union sides of the National Joint Council. To assist organisations in the voluntary and community sector here, NICVA produces the attached payscales using NJC pay points including pay bands from Scale 1 up.

The NJC agreed a two year deal for 2018 – 2020 and further information can be found here: <https://www.gmb.org.uk/sites/default/files/LG_OFFER.pdf>

The payscales for the 2019/20 year were significantly reformed. For 2019 - 2020, organisations should review the NJC technical guidance which provides worked examples of how to align to the new pay points: <https://www.unison.org.uk/content/uploads/2018/08/NJC-Technical-Advice-in-Local-Discussions.pdf> The guidance outlines two options (increment then assimilate OR assimilate then increment) and it is up to each individual organisation to decide on how it will apply the scales.

Given the significant changes to the payscales, NICVA is reviewing the job title descriptors assigned for each pay band which can be found in previous versions of the payscales. NICVA does not give guidance on setting pay for specific job roles.

For information, the NJC payscales are based on Local Government working hours of 37 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-rata’d.

**Guidance on setting pay in your organisation**

These payscales are for guidance only. Management in any organisation should develop an objective system for determining pay for each role in the organisation based on a variety of factors to ensure fair pay for each role:

* **Responsibility -** who is responsible for setting pay? Ideally there should be someone or a committee who review pay to ensure consistency.
* **Policy** – have a clear policy. Ensure employment contracts are clear in terms of pay, the scales used, progression and how increases are attained/applied.
* **Job Role -** Have you set a clear job and person specification which identifies the duties of the role and the experience and skills required to do the role?
* **Benchmarking\*** – What are other similar organisations paying similar roles?
* **Job evaluation** – This is a method of determining on a systematic basis the relative importance of a number of different jobs. Someone trained in job evaluation may carry this out for you.
* **Equal Pay** – ensure your pay policy is not discriminatory and that there is equal pay for work of equal value. This may be for the same or a similar job.
* **Organisational pay** – what are other roles paid relative to this role?

\*NICVA’s social economy business Sector Matters offers a benchmarking service. If you wish to find out more, please contact Sector Matters on 028 9087 5015.

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| **SCP** | **1 April 2018** | **SCALE** | **1 April 2019** | | **Old SCP[s]** |
| **£ per**  **annum** |  | **New SCP** | **£ per**  **annum** |  |
| **6** | £16,394 | **SCALE 1** | **1** | £17,364 | 6/7 |
| **7** | £16,495 |
| **8** | £16,626 | **2** | £17,711 | 8/9 |
| **9** | £16,755 |
| **10** | £16,863 | **3** | £18,065 | 10/11 |
| **11** | £17,007 |
| **11** | £17,007 | **SCALE 2** | **3** | £18,065 | 10/11 |
| **12** | £17,173 | **4** | £18,426 | 12/13 |
| **13** | £17,391 |
| **14** | £17,681 | **SCALE 3** | **5** | £18,795 | 14/15 |
| **15** | £17,972 |
| **16** | £18,319 | **6** | £19,171 | 16/17 |
| **17** | £18,672 |
| **18** | £18,870 | **SCALE 4** | **7** | £19,554 | 18 |
| **19** | £19,446 | **8** | £19,945 | 19 |
| **20** | £19,819 | **9** | £20,344 | 20 |
|  |  | **10** | £20,751 |  |
| **21** | £20,541 | **11** | £21,166 | 21 |
| **22** | £21,074 | **SCALE 5** | **12** | £21,589 | 22 |
|  |  | **13** | £22,021 |  |
| **23** | £21,693 | **14** | £22,462 | 23 |
| **24** | £22,401 | **15** | £22,911 | 24 |
|  |  | **16** | £23,369 |  |
| **25** | £23,111 | **17** | £23,836 | 25 |
|  |  | **SCALE 6** | **18** | £24,313 |  |
| **26** | £23,866 | **19** | £24,799 | 26 |
| **27** | £24,657 | **20** | £25,295 | 27 |
|  |  | **21** | £25,801 |  |
| **28** | £25,463 | **22** | £26,317 | 28 |
| **29** | £26,470 | **SO 1** | **23** | £26,999 | 29 |
| **30** | £27,358 | **24** | £27,905 | 30 |
| **31** | £28,221 | **25** | £28,785 | 31 |
| **32** | £29,055 | **SO 2** | **26** | £29,636 | 32 |
| **33** | £29,909 | **27** | £30,507 | 33 |
| **34** | £30,756 | **28** | £31,371 | 34 |
| **33** | £29,909 | **PO1** | **27** | £30,507 | 33 |
| **34** | £30,756 | **28** | £31,371 | 34 |
| **35** | £31,401 | **29** | £32,029 | 35 |
| **36** | £32,233 | **30** | £32,878 | 36 |
| **35** | £31,401 | **PO2** | **29** | £32,029 | 35 |
| **36** | £32,233 | **30** | £32,878 | 36 |
| **37** | £33,136 | **31** | £33,799 | 37 |
| **38** | £34,106 | **32** | £34,788 | 38 |
| **38** | £34,106 | **PO3** | **32** | £34,788 | 38 |
| **39** | £35,229 | **33** | £35,934 | 39 |
| **40** | £36,153 | **34** | £36,876 | 40 |
| **41** | £37,107 | **35** | £37,849 | 41 |
| **41** | £37,107 | **PO4** | **35** | £37,849 | 41 |
| **42** | £38,052 | **36** | £38,813 | 42 |
| **43** | £39,002 | **37** | £39,782 | 43 |
| **44** | £39,961 | **38** | £40,760 | 44 |
| **44** | £39,961 | **PO5** | **38** | £40,760 | 44 |
| **45** | £40,858 | **39** | £41,675 | 45 |
| **46** | £41,846 | **40** | £42,683 | 46 |
| **47** | £42,806 | **41** | £43,662 | 47 |
| **46** | £41,846 | **PO6** | **40** | £42,683 | 46 |
| **47** | £42,806 | **41** | £43,662 | 47 |
| **48** | £43,757 | **42** | £44,632 | 48 |
| **49** | £44,697 | **43** | £45,591 | 49 |
| **NJC pay points stop at point 43. NICVA and some local council scales go up to point 65. These are for guidance only.** | | | | | |
| **49** | £44,697 | **PO7** | **43** | £45,591 | 49 |
| **50** | £45,652 | **44** | £46,565 | 50 |
| **51** | £46,608 | **45** | £47,540 | 51 |
| **52** | £47,578 | **46** | £48,529 | 52 |
| **52** | £47,578 | **PO8** | **46** | £48,529 | 52 |
| **53** | £48,555 | **47** | £49,526 | 53 |
| **54** | £49,575 | **48** | £50,567 | 54 |
| **54** | £49,575 | **PO9** | **48** | £50,567 | 54 |
| **55** | £50,617 | **49** | £51,630 | 55 |
| **56** | £51,648 | **50** | £52,681 | 56 |
| **57** | £52,674 | **51** | £53,727 | 57 |
| **57** | £52,674 | **PO10** | **51** | £53,727 | 57 |
| **58** | £53,701 | **52** | £54,775 | 58 |
| **59** | £54,725 | **53** | £55,820 | 59 |
| **60** | £55,743 | **54** | £56,858 | 60 |
| **60** | £55,743 | **PO11** | **54** | £56,858 | 60 |
| **61** | £56,768 | **55** | £57,903 | 61 |
| **62** | £57,806 | **56** | £58,963 | 62 |
| **63** | £58,844 | **57** | £60,021 | 63 |
| **62** | £57,806 | **PO12** | **56** | £58,963 | 62 |
| **63** | £58,844 | **57** | £60,021 | 63 |
| **64** | £59,859 | **58** | £61,056 | 64 |
| **65** | £60,892 | **59** | £62,110 | 65 |