

2021/22 PAYSCALES using NJC pay points 1 - 43

NJC Payscales for 2021/22

On 28 February 2022, the National Joint Council for Local Government Services issued the pay agreement information for the 2021/22 year which can be read [here](#).

Please read the following important information about these payscales:

- 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 in Northern Ireland, NICVA produces the attached payscales using NJC pay points (SCP 1 to SCP 43) and aligns these to pay bands from Scale 1 up.
- NJC payscales are from SCP 1 to SCP 43
- NICVA along with other local councils continue the scales up to point 59 for their own use. SCP 44 to 59 do not form part of the NJC payscales.
- NJC payscales are based on Local Government working hours of 37 per week. NICVA's own 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. This is an organisational decision.
- NICVA cannot give guidance on setting pay for specific job roles in your organisation. See guidance section below.

Guidance on setting pay in your organisation

Given the changes to NJC payscales over recent years, NICVA is reviewing the job title descriptors assigned for each pay band which can be found in previous versions of the payscales. NICVA cannot advise you on what you should pay your staff.

The payscales below are for guidance only and 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 to 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?
- **Conduct a benchmarking exercise** – Find out 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 non discriminatory, paying fair and equal pay for work of equal value. This may be for the same or a similar job.
- **Organisational pay** – review what other roles paid relative to this role.

SO = Senior Officer PO = Principal Officer		£ per annum	
SCALE	SCP	01-Apr-20	01-Apr-21
SCALE 1	1	£17,842	£18,333
	2	£18,198	£18,516
	3	£18,562	£18,887
SCALE 2	3	£18,562	£18,887
	4	£18,933	£19,264
SCALE 3	5	£19,312	£19,650
	6	£19,698	£20,043
SCALE 4	7	£20,092	£20,444
	8	£20,493	£20,852
	9	£20,903	£21,269
	10	£21,322	£21,695
	11	£21,748	£22,129
SCALE 5	12	£22,183	£22,571
	13	£22,627	£23,023
	14	£23,080	£23,484
	15	£23,541	£23,953
	16	£24,012	£24,432
	17	£24,491	£24,920
SCALE 6	18	£24,982	£25,419
	19	£25,481	£25,927
	20	£25,991	£26,446
	21	£26,511	£26,975
	22	£27,041	£27,514

SO 1	23	£27,741	£28,226
	24	£28,672	£29,174
	25	£29,577	£30,095
SO 2	26	£30,451	£30,984
	27	£31,346	£31,895
	28	£32,234	£32,798
PO1	27	£31,346	£31,895
	28	£32,234	£32,798
	29	£32,910	£33,486
	30	£33,782	£34,373
PO2	29	£32,910	£33,486
	30	£33,782	£34,373
	31	£34,728	£35,336
	32	£35,745	£36,371
PO3	32	£35,745	£36,371

	33	£36,922	£37,568
	34	£37,890	£38,553
	35	£38,890	£39,571
PO4	35	£38,890	£39,571
	36	£39,880	£40,578
	37	£40,876	£41,591
	38	£41,881	£42,614
PO5	38	£41,881	£42,614
	39	£42,821	£43,570
	40	£43,857	£44,624
	41	£44,863	£45,648
PO6	40	£43,857	£44,624
	41	£44,863	£45,648

	42	£45,859	£46,662
	43	£46,845	£47,665
Please note NJC payscales are from SCP1 to SCP 43. NICVA and some local council scales go up to SCP 59. The below section to point 59 is for guidance only and does not form part of the NJC payscales.			
PO7	43	£46,845	£47,665
	44	£47,846	£48,683
	45	£48,847	£49,702
	46	£49,864	£50,737
PO8	46	£49,864	£50,737
	47	£50,888	£51,779
	48	£51,958	£52,867
PO9	48	£51,958	£52,867
	49	£53,050	£53,978
	50	£54,130	£55,077
	51	£55,204	£56,170
PO10	51	£55,204	£56,170
	52	£56,281	£57,266
	53	£57,355	£58,359
	54	£58,422	£59,444
PO11	54	£58,422	£59,444
	55	£59,495	£60,536
	56	£60,584	£61,644
	57	£61,672	£62,751
PO12	56	£60,584	£61,644
	57	£61,672	£62,751
	58	£62,735	£63,833
	59	£63,818	£64,935