

2023/24 PAYSCALES using NJC pay points 1 - 43

NJC Payscales for 2023/24

On 1 November 2023, the National Joint Council for Local Government Services issued the pay agreement information for the 2023/24 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-22	01-Apr-23
SCALE 1	1	£20,258	Deleted wef 01 Apr 23
	2	£20,441	£22,366
	3	£20,812	£22,737
SCALE 2	3	£20,812	£22,737
	4	£21,189	£23,114
SCALE 3	5	£21,575	£23,500
	6	£21,968	£23,893
SCALE 4	7	£22,369	£24,294
	8	£22,777	£24,702
	9	£23,194	£25,119
	10	£23,620	£25,545
	11	£24,054	£25,979
SCALE 5	12	£24,496	£26,421
	13	£24,948	£26,873
	14	£25,409	£27,334
	15	£25,878	£27,803
	16	£26,357	£28,282
	17	£26,845	£28,770
SCALE 6	18	£27,344	£29,269
	19	£27,852	£29,777
	20	£28,371	£30,296
	21	£28,900	£30,825
	22	£29,439	£31,364

SO 1	23	£30,151	£32,076
	24	£31,099	£33,024
	25	£32,020	£33,945
SO 2	26	£32,909	£34,834
	27	£33,820	£35,745
	28	£34,723	£36,648
PO1	27	£33,820	£35,745
	28	£34,723	£36,648
	29	£35,411	£37,336
	30	£36,298	£38,223
PO2	29	£35,411	£37,336
	30	£36,294	£38,223
	31	£37,261	£39,186
	32	£38,296	£40,221
PO3	32	£38,296	£40,221
	33	£39,493	£41,418
	34	£40,478	£42,403
	35	£41,496	£43,421
PO4	35	£41,496	£43,421
	36	£42,503	£44,428
	37	£43,516	£45,441
	38	£44,539	£46,464
PO5	38	£44,539	£46,464
	39	£45,495	£47,420
	40	£46,549	£48,474
	41	£47,573	£49,498
PO6	40	£46,549	£48,474
	41	£47,573	£49,498
	42	£48,587	£50,512

	43	£49,590	£51,515
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	£49,590	£51,515
	44	£50,608	£52,572
	45	£51,627	£53,630
	46	£52,662	£54,705
PO8	46	£52,662	£54,705
	47	£53,704	£55,788
	48	£54,792	£56,918
PO9	48	£54,792	£56,918
	49	£55,903	£58,072
	50	£57,002	£59,214
	51	£58,095	£60,349
PO10	51	£58,095	£60,349
	52	£59,191	£61,488
	53	£60,284	£62,623
	54	£61,369	£63,750
PO11	54	£61,369	£63,750
	55	£62,461	£64,884
	56	£63,569	£66,035
	57	£64,676	£67,185
PO12	56	£63,569	£66,035
	57	£64,676	£67,185
	58	£65,758	£68,309
	59	£66,860	£69,454