

APPENDIX 4 – Pay Grade Structure up to and including PO6

Rates of pay applicable from 1 April 2023 (pay award pending for 1 April 2024)

GRADE	SCP	01 April 2023		01 April 2024 (tbc - pay award pending)	
		Per Annum	Per Hour	Per Annum	Per Hour
GRADE 2	5	£23,500	£12.18		
	6	£23,893	£12.38		
GRADE 3	7	£24,294	£12.59		
	8	£24,702	£12.80		
	9	£25,119	£13.02		
	10	£25,545	£13.24		
	11	£25,979	£13.47		
GRADE 4	12	£26,421	£13.69		
	13	£26,873	£13.93		
	14	£27,334	£14.17		
	15	£27,803	£14.41		
	16	£28,282	£14.66		
	17	£28,770	£14.91		
	18	Not Used			
GRADE 5	19	£29,777	£15.43		
	20	£30,296	£15.70		
	21	£30,825	£15.98		
	22	£31,364	£16.26		
	23	£32,076	£16.63		
	24	Not Used			
	25	Not Used			
	26	Not Used			
GRADE 6	27	£35,745	£18.53		
	28	£36,648	£19.00		
	29	£37,336	£19.35		
	30	£38,223	£19.81		
	31	£39,186	£20.31		
PO 1	31	£39,186	£20.31		
	32	£40,221	£20.85		
	33	£41,418	£21.47		
	34	£42,403	£21.98		
	35	£43,421	£22.51		
PO 2	35	£43,421	£22.51		
	36	£44,428	£23.03		
	37	£45,441	£23.55		
	38	£46,464	£24.08		
	39	£47,420	£24.58		
PO 3	39	£47,420	£24.58		
	40	£48,474	£25.13		
	41	£49,498	£25.66		
	42	£50,512	£26.18		
	43	£51,515	£26.70		
PO 4	44	£52,549	£27.24		
	45	£53,582	£27.77		
	46	£54,295	£28.14		
	47	£55,681	£28.86		
	48	£56,729	£29.40		
	49	Not Used			

	50	Not Used			
	51	Not Used			
PO 5	52	£61,024	£31.63		
	53	£62,205	£32.24		
	54	£63,409	£32.87		
	55	£64,637	£33.50		
	56	£65,891	£34.15		
PO 6	57	£67,169	£34.82		
	58	£68,473	£35.49		
	59	£69,802	£36.18		
	60	£71,158	£36.88		
	61	£72,541	£37.60		

NB: hourly rate calculated by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week)

Outer Fringe Area from 1 April 2023 = **£689**

Updated in line with NJC Pay Agreement 2023/24
LR November 2023