

Appendix C - Pay Structure below Head of Service					
Current Pay Structure			Implementation of NJC 2019 Pay Award/Spine		
2018/19		Grade	2019/20		Grade
SCP	£		SCP	£	
14	17681	GRADE 2	5	18795	GRADE 2
15	17972				
16	18319		6	19171	
17	18672				
18	18870	GRADE 3	7	19554	GRADE 3
19	19446		8	19945	
20	19819		9	20344	
			10	20751	
21	20541		11	21166	
22	21074	GRADE 4	12	21589	GRADE 4
			13	22021	
23	21693		14	22462	
24	22401		15	22911	
			16	23369	
25	23111		17	23836	
		GRADE 5	18		Not used
26	23866		19	24799	GRADE 5
27	24657		20	25295	
			21	25801	
28	25463		22	26317	
29	26470		23	26999	
30	27358	GRADE 6	24	27905	GRADE 6
31	28221		25	28785	
32	29055		26	29636	
33	29909		27	30507	
34	30756		28	31371	
35	31401	PO1	29	32029	PO1
36	32233		30	32878	
37	33136		31	33799	
38	34106		32	34788	
39	35229		33	35934	
39	35229	PO2	33	35934	PO2
40	36153		34	36876	
41	37107		35	37849	
42	38052		36	38813	
43	39002		37	39782	
43	39002	PO3	37	39782	PO3
44	39961		38	40760	
45	40858		39	41675	
46	41846		40	42683	
47	42806		41	43662	
47	42806	PO4	41	43662	PO4
48	43757		42	44632	
49	44697		43	45591	
50	45631		44	46544	
51	46568		45	47499	
52	47514		46		Not used
53	48459	PO5	47	49428	PO5
54	49405		48	50393	
55	50347		49	51354	
56	51299		50	52325	
57	52237		51	53282	
Outer Area Fringe Allowance - £597			Outer Area Fringe Allowance - £609		
	New scps added for 2019 NJC pay settlement				
	Not used at St Albans				