

NJC Pay
2025-26



	SCP	Apr 25		
		Annual	Monthly	Hourly 37
NJE Grade 1	2	24,413	2,034.42	12.65
NJE Grade 2	2	24,413	2,034.42	12.65
	3	24,796	2,066.34	12.85
	4	25,185	2,098.75	13.05
NJE Grade 3	5	25,583	2,131.92	13.26
	6	25,989	2,165.75	13.47
	7	26,403	2,200.25	13.69
NJE Grade 4	8	26,824	2,235.34	13.90
	9	27,254	2,271.17	14.13
	10	27,694	2,307.84	14.35
	11	28,142	2,345.17	14.59
	12	28,598	2,383.17	14.82
	13	29,064	2,422.00	15.06
	14	29,540	2,461.67	15.31
NJE Grade 5	15	30,024	2,502.00	15.56
	16	30,518	2,543.17	15.82
	17	31,022	2,585.17	16.08
	18	31,537	2,628.09	16.35
	19	32,061	2,671.75	16.62
	20	32,597	2,716.42	16.90
	21	33,143	2,761.92	17.18
	22	33,699	2,808.25	17.47
Hay Band A	23	34,434	2,869.50	17.85
	24	35,412	2,951.00	18.35
	25	36,363	3,030.25	18.85
	26	37,280	3,106.67	19.32
	27	38,220	3,185.00	19.81
	28	39,152	3,262.67	20.29
Hay Band B	28	39,152	3,262.67	20.29
	29	39,862	3,321.84	20.66
	30	40,777	3,398.09	21.14
	31	41,771	3,480.92	21.65
	32	42,839	3,569.92	22.20
	33	44,075	3,672.92	22.85

NJC Pay
2025-26



	SCP	Apr 25		
		Annual	Monthly	Hourly 37
Hay Band C	33	44,075	3,672.92	22.85
	34	45,091	3,757.59	23.37
	35	46,142	3,845.17	23.92
	36	47,181	3,931.75	24.46
	37	48,226	4,018.84	25.00
	38	49,282	4,106.84	25.54
Hay Band D	36	47,181	3,931.75	24.46
	37	48,226	4,018.84	25.00
	38	49,282	4,106.84	25.54
	39	50,269	4,189.09	26.06
	40	51,356	4,279.67	26.62
	41	52,413	4,367.75	27.17
Hay Band E	41	52,413	4,367.75	27.17
	42	53,460	4,455.00	27.71
	43	54,495	4,541.25	28.25
	44	55,567	4,630.59	28.80
	45	56,684	4,723.67	29.38
	46	57,839	4,819.92	29.98
	47	58,952	4,912.67	30.56
	48	60,125	5,010.42	31.16
	49	61,297	5,108.09	31.77
Hay Band F	50	62,470	5,205.84	32.38
	51	63,662	5,305.17	33.00
	52	64,417	5,368.09	33.39
	53	65,969	5,497.42	34.19
	54	67,521	5,626.75	35.00
	55	69,070	5,755.84	35.80
	56	70,615	5,884.59	36.60
Hay Band G	57	72,317	6,026.42	37.48
	58	74,026	6,168.84	38.37
	59	75,726	6,310.50	39.25
	60	77,430	6,452.50	40.13
	61	79,139	6,594.92	41.02
	62	80,991	6,749.25	41.98

NJC Pay
2025-26



	SCP	Apr 25		
		Annual	Monthly	Hourly 37
Hay Band H	63	82,851	6,904.25	42.94
	64	84,708	7,059.00	43.91
	65	86,571	7,214.25	44.87
	66	88,428	7,369.00	45.83
	67	90,437	7,536.42	46.88
	68	92,451	7,704.25	47.92
	69	94,470	7,872.50	48.97
	70	96,483	8,040.25	50.01
	71	98,497	8,208.09	51.05
Hay Band I	72	98,892	8,241.00	51.26
	73	101,025	8,418.75	52.36
	74	103,150	8,595.84	53.47
	75	105,278	8,773.17	54.57
	76	107,412	8,951.00	55.67
	77	109,694	9,141.17	56.86
Hay Band J	75	105,278	£8,773.17	£54.57
	76	107,412	£8,951.00	£55.67
	77	109,694	£9,141.17	£56.86
	78	111,975	£9,331.25	£58.04
	79	114,251	£9,520.92	£59.22
	80	116,538	£9,711.50	£60.40