

# New NJC Pay Structure - April 2021

## GENERAL PAY SCALE

SCP	Per Annum	Per Hour	Current Grades		SCP
53	£60,005	£ 31.10		RG10	53
52	£58,559	£ 30.35			52
51	£57,113	£ 29.60			51
50	£55,838	£ 28.94		RG9	50
49	£54,562	£ 28.28			49
48	£53,287	£ 27.62			48
47	£52,011	£ 26.96		RG8	47
46	£50,738	£ 26.30			46
45	£49,702	£ 25.76			45
44	£48,690	£ 25.24		RG7	44
43	£47,665	£ 24.71			43
42	£46,662	£ 24.19			42
41	£45,648	£ 23.66		RG6	41
40	£44,624	£ 23.13			40
39	£43,570	£ 22.58			39
38	£42,614	£ 22.09		RG5	38
37	£41,591	£ 21.56			37
36	£40,578	£ 21.03			36
35	£39,571	£ 20.51		RG4	35
34	£38,553	£ 19.98			34
33	£37,568	£ 19.47			33
32	£36,371	£ 18.85		RG3	32
31	£35,336	£ 18.32			31
30	£34,373	£ 17.82			30
29	£33,486	£ 17.36		RG2	29
28	£32,798	£ 17.00			28
27	£31,895	£ 16.53			27
26	£30,984	£ 16.06		RG1	26
25	£30,095	£ 15.60			25
24	£29,174	£ 15.12			24
23	£28,226	£ 14.63		Living Wage	23
22	£27,514	£ 14.26			22
21	£	-			21
20	£26,446	£ 13.71		Per Hour	20
19	£25,927	£ 13.44			19
18	£	-			18
17	£24,920	£ 12.92		Apr-22	17
16	£	-			16
15	£23,953	£ 12.42			15
14	£23,484	£ 12.17		Living Wage	14
13	£	-			13
12	£22,571	£ 11.70			12
11	£22,129	£ 11.47		Per Hour	11
10	£	-			10
9	£21,269	£ 11.02			9
8	£20,852	£ 10.81		Living Wage	8
7	£20,444	£ 10.60			7
6	£20,043	£ 10.39			6
5	£19,650	£ 10.19		Per Hour	5
4	£19,264	£ 9.99			4
3	£18,887	£ 9.79			3
2	£18,516	£ 9.60		Living Wage	2
1	£18,333	£ 9.50			1

Apr-22

Living Wage	Per Hour
19100	9.90
19100	9.90
19100	9.90

GENERAL PAY SCALE				SOCIAL WORKERS & OCCUPATIONAL THERAPISTS			
SCP	Per Annum	Per Hour	Current Grades	SCP	Current Grades	SCP	
53	£ 60,005	£ 31.10		53		53	
52	£ 58,559	£ 30.35		52		52	
51	£ 57,113	£ 29.60		51		51	
50	£ 55,838	£ 28.94		50		50	
49	£ 54,562	£ 28.28		49		49	
48	£ 53,287	£ 27.62		48		48	
47	£ 52,011	£ 26.96		47		47	
46	£ 50,738	£ 26.30		46		46	
45	£ 49,702	£ 25.76		45		45	
44	£ 48,690	£ 25.24		44		44	
43	£ 47,665	£ 24.71		43		43	
42	£ 46,662	£ 24.19		42		42	
41	£ 45,648	£ 23.66		41		41	
40	£ 44,624	£ 23.13		40		40	
39	£ 43,570	£ 22.58		39		39	
38	£ 42,614	£ 22.09		38		38	
37	£ 41,591	£ 21.56		37		37	
36	£ 40,578	£ 21.03		36		36	
35	£ 39,571	£ 20.51		35		35	
34	£ 38,553	£ 19.98		34		34	
33	£ 37,568	£ 19.47		33		33	
32	£ 36,371	£ 18.85		32		32	
31	£ 35,336	£ 18.32		31		31	
30	£ 34,373	£ 17.82		30		30	
29	£ 33,486	£ 17.36		29		29	
28	£ 32,798	£ 17.00		28		28	
27	£ 31,895	£ 16.53		27		27	
26	£ 30,984	£ 16.06		26		26	
25	£ 30,095	£ 15.60		25		25	
24	£ 29,174	£ 15.12		24		24	
			RG10		Service Manager = RGSW10		
			RG9		Team Manager = RGSW9		
			RG8		ATM = RGSW8		
			RG7		see note 1		
			RG6		Higher specialist SW / OT = RGSW7		
			RG5		see note 2		
					Experienced SW / OT = RGSW6		
					SW/OT=RGSW5b see note 3		
					SW/OT NQ=RGSW5a		

**Notes for SW & OT grades:**

1. Only Children's Social Workers and OTs and Adults Approved Mental Health Practitioners can progress above the gateway in RGSW7
2. Only Children's Social Workers and OTs and Adults Supervising Social Workers and OTs can progress above the gateway in
3. For Social Workers (not OTs) progression to RGSW5b can only be attained by passing the Assisted Year of Supported Employment