

# Pay grades

## National Joint Council (NJC)

Existing (from April 2025)				New (from April 2026)				
Grade	Pay point	£ per year	£ per hour	Pay point	£ per year	£ per hour	Increase <sup>†</sup>	Grade
Grade 2	2	£24,413	£12.65	2*	Deleted			
	3	£24,796	£12.85	3	£24,796	£12.85	3.2%	Grade 2
Grade 3	4	£25,185	£13.05	4	£25,185	£13.05	3.2%	
	5	£25,583	£13.26	5	£25,583	£13.26	3.2%	Grade 3
	6	£25,989	£13.47	6	£25,989	£13.47	3.2%	
Grade 4	7	£26,403	£13.69	7	£26,403	£13.69	3.2%	Grade 4
	8	£26,824	£13.90	8	£26,824	£13.90	3.2%	
	9	£27,254	£14.13	9	£27,254	£14.13	3.2%	
	10	£27,694	£14.35	10	£27,694	£14.35	3.2%	
	11	£28,142	£14.59	11	£28,142	£14.59	3.2%	
Grade 5	12	£30,024	£15.56	12	£30,024	£15.56	3.2%	Grade 5
	13	£31,022	£16.08	13	£31,022	£16.08	3.2%	
	14	£32,061	£16.62	14	£32,061	£16.62	3.2%	
	15	£32,597	£16.90	15	£32,597	£16.90	3.2%	
	16	£33,699	£17.47	16	£33,699	£17.47	3.2%	
Grade 6	17	£36,363	£18.85	17	£36,363	£18.85	3.2%	Grade 6
	18	£37,280	£19.32	18	£37,280	£19.32	3.2%	
	19	£38,220	£19.81	19	£38,220	£19.81	3.2%	
	20	£39,152	£20.29	20	£39,152	£20.29	3.2%	
	21	£39,862	£20.66	21	£39,862	£20.66	3.2%	
	22	£40,777	£21.14	22	£40,777	£21.14	3.2%	
Grade 7	23	£44,075	£22.85	23	£44,075	£22.85	3.2%	Grade 7
	24	£45,091	£23.37	24	£45,091	£23.37	3.2%	
	25	£46,142	£23.92	25	£46,142	£23.92	3.2%	
	26	£47,181	£24.46	26	£47,181	£24.46	3.2%	
	27	£48,226	£25.00	27	£48,226	£25.00	3.2%	
	28	£49,282	£25.54	28	£49,282	£25.54	3.2%	
Grade 8	29	£52,413	£27.17	29	£52,413	£27.17	3.2%	Grade 8
	30	£53,460	£27.71	30	£53,460	£27.71	3.2%	
	31	£54,495	£28.25	31	£54,495	£28.25	3.2%	
	32	£55,609	£28.82	32	£55,609	£28.82	3.2%	
	33	£56,730	£29.40	33	£56,730	£29.40	3.2%	
Grade 9	34	£60,144	£31.17	34	£60,144	£31.17	3.2%	Grade 9
	35	£61,263	£31.75	35	£61,263	£31.75	3.2%	
	36	£62,394	£32.34	36	£62,394	£32.34	3.2%	
	37	£63,535	£32.93	37	£63,535	£32.93	3.2%	
Grade 10	38	£66,939	£34.70	38	£66,939	£34.70	3.2%	Grade 10
	39	£68,074	£35.28	39	£68,074	£35.28	3.2%	
	40	£69,182	£35.86	40	£69,182	£35.86	3.2%	
	41	£70,283	£36.43	41	£70,283	£36.43	3.2%	
Grade 11	42	£73,604	£38.15	42	£73,604	£38.15	3.2%	Grade 11
	43	£74,715	£38.73	43	£74,715	£38.73	3.2%	
	44	£75,829	£39.30	44	£75,829	£39.30	3.2%	
	45	£76,939	£39.88	45	£76,939	£39.88	3.2%	
	46	£78,051	£40.46	46	£78,051	£40.46	3.2%	

\* **Pay point 2:** As agreed as part of the 2025/2026 NJC pay award, Pay Point 2 has been permanently deleted from the NJC pay spine effective from 1 April 2026. Because of this, City of Wolverhampton Council agreed local pay changes which mean Grade 2 will comprise of Pay Points 3 and 4 and Grade 3 will comprise of Pay Points 5 and 6.

<sup>†</sup> Pay increase percentage based on 2025/2026 NJC pay award.