

Pay grades

National Joint Council (NJC)

Existing (from April 2024)				New (from April 2025)				
Grade	Pay point	£ per year	£ per hour	Pay point	£ per year	£ per hour	Increase	Grade
Grade 2	2	£23,656	£12.26	2	£24,413	£12.65	3.2%	Grade 2
	3	£24,027	£12.45	3	£24,796	£12.85	3.2%	
Grade 3	4	£24,404	£12.65	4	£25,185	£13.05	3.2%	Grade 3
	5	£24,790	£12.85	5	£25,583	£13.26	3.2%	
	6	£25,183	£13.05	6	£25,989	£13.47	3.2%	
Grade 4	7	£25,584	£13.26	7	£26,403	£13.69	3.2%	Grade 4
	8	£25,992	£13.47	8	£26,824	£13.90	3.2%	
	9	£26,409	£13.69	9	£27,254	£14.13	3.2%	
	10	£26,835	£13.91	10	£27,694	£14.35	3.2%	
	11	£27,269	£14.13	11	£28,142	£14.59	3.2%	
Grade 5	12	£29,093	£15.08	12	£30,024	£15.56	3.2%	Grade 5
	13	£30,060	£15.58	13	£31,022	£16.08	3.2%	
	14	£31,067	£16.10	14	£32,061	£16.62	3.2%	
	15	£31,586	£16.37	15	£32,597	£16.90	3.2%	
	16	£32,654	£16.93	16	£33,699	£17.47	3.2%	
Grade 6	17	£35,235	£18.26	17	£36,363	£18.85	3.2%	Grade 6
	18	£36,124	£18.72	18	£37,280	£19.32	3.2%	
	19	£37,035	£19.20	19	£38,220	£19.81	3.2%	
	20	£37,938	£19.66	20	£39,152	£20.29	3.2%	
	21	£38,626	£20.02	21	£39,862	£20.66	3.2%	
	22	£39,513	£20.48	22	£40,777	£21.14	3.2%	
Grade 7	23	£42,708	£22.14	23	£44,075	£22.85	3.2%	Grade 7
	24	£43,693	£22.65	24	£45,091	£23.37	3.2%	
	25	£44,711	£23.17	25	£46,142	£23.92	3.2%	
	26	£45,718	£23.70	26	£47,181	£24.46	3.2%	
	27	£46,731	£24.22	27	£48,226	£25.00	3.2%	
	28	£47,754	£24.75	28	£49,282	£25.54	3.2%	
Grade 8	29	£50,788	£26.32	29	£52,413	£27.17	3.2%	Grade 8
	30	£51,802	£26.85	30	£53,460	£27.71	3.2%	
	31	£52,805	£27.37	31	£54,495	£28.25	3.2%	
	32	£53,885	£27.93	32	£55,609	£28.82	3.2%	
	33	£54,971	£28.49	33	£56,730	£29.40	3.2%	
Grade 9	34	£58,279	£30.21	34	£60,144	£31.17	3.2%	Grade 9
	35	£59,363	£30.77	35	£61,263	£31.75	3.2%	
	36	£60,459	£31.34	36	£62,394	£32.34	3.2%	
	37	£61,565	£31.91	37	£63,535	£32.93	3.2%	
Grade 10	38	£64,863	£33.62	38	£66,939	£34.70	3.2%	Grade 10
	39	£65,963	£34.19	39	£68,074	£35.28	3.2%	
	40	£67,037	£34.75	40	£69,182	£35.86	3.2%	
	41	£68,104	£35.30	41	£70,283	£36.43	3.2%	
Grade 11	42	£71,322	£36.97	42	£73,604	£38.15	3.2%	Grade 11
	43	£72,398	£37.53	43	£74,715	£38.73	3.2%	
	44	£73,478	£38.09	44	£75,829	£39.30	3.2%	
	45	£74,553	£38.64	45	£76,939	£39.88	3.2%	
	46	£75,631	£39.20	46	£78,051	£40.46	3.2%	

* **Pay point 1:** As part of the 2022/2023 pay award, from 1 April 2023 PP1 has been permanently deleted from the NJC pay spine.