

**NJC SALARY SCALES**

<b>Grade</b>	<b>Spine Point</b>	<b>Basic Salary p.a. 01/04/2017 - 31/03/2018 - £</b>
Scale 1B	6	18,222
	7	18,384
Scale 1C	8	18,747
	9	19,050
Scale 2	10	19,311
	11	19,347
	12	19,665
Scale 3	13	20,001
	14	20,310
	15	20,580
Scale 4	16	20,907
	17	21,252
	18	21,546
	19	22,218
Scale 5	20	22,902
	21	23,610
	22	24,135
	23	24,738
Scale 6	24	25,437
	25	26,136
	26	26,865
SO1	27	27,654
	28	28,440
	29	29,424
SO2	30	30,294
	31	31,140
	32	31,953
PO1	33	32,802
	34	33,627
	35	34,254
	36	35,070
PO2	37	35,961
	38	36,912
	39	38,007
PO3	40	38,919
	41	39,855
	42	40,785
	43	41,718
PO4	44	42,651
	45	43,530
	46	44,496
	47	45,438
PO5	48	46,377
	49	47,292
	50	48,234
PO6	51	49,176
	52	50,115
	53	51,069
	54	52,071
PO7	55	53,088
	56	54,102
	57	55,107
PO8	58	56,112
	59	57,114

**SMG PAY RANGES**

<b>Senior Management Grade</b>	<b>Pay Range Minimum - 1st April 2017 - 31st March 2018 - £</b>	<b>Pay Range Maximum - 1st April 2017 - 31st March 2018 - £</b>
SMG3 (Heads of Service)	56,337	74,062
SMG2 - Zone 1 (Director)	81,987	102,874
SMG2 - Zone 2 (Director)	89,221	106,910
SMG1-lower (SLT)	107,060	121,200
SMG1-upper (Executive Director)	120,095	161,808