

APPENDIX 1

**NJC SALARY SCALES**

Grade	Spine Point	Basic Salary P.A. 01/04/2009
*Scale 1A	2	14,805
	3	14,913
	4	15,036
*Scale 1B	5	15,306
	6	15,714
	7	16,104
*Scale 1C	8	16,503
	9	16,896
	10	17,181
Scale 2	11	18,030
	12	18,342
	13	18,732
Scale 3	14	19,032
	15	19,353
	16	19,731
	17	20,127
Scale 4	18	20,460
	19	21,102
	20	21,750
	21	22,422
Scale 5	22	22,920
	23	23,496
	24	24,156
	25	24,819
Scale 6	26	25,515
	27	26,259
	28	27,009
SO1	29	27,945
	30	28,770
	31	29,571
SO2	32	30,345
	33	31,152
	34	31,935
PO1	33	31,152
	34	31,935
	35	32,532
PO2	36	33,306
	37	34,152
	38	35,055
	39	35,055
PO3	39	36,096
	40	36,960
	41	37,851
	42	38,733
PO4	43	39,621
	44	40,506
	45	41,340
	46	42,258
PO5	47	43,152
	48	44,043
	49	44,910
	50	45,807
PO6	51	46,701
	52	47,592
	53	48,501
	54	49,452
PO7	55	50,418
	56	51,381
	57	52,335
	58	53,286
PO8	59	54,240

**SMG PAY RANGES**

Senior Management Grade	Pay Range Minimum	Pay Range Maximum
SMG3 (Heads of Service)	54,129	71,193
SMG2 - Zone 1 (Director)	78,795	98,870
SMG2 - Zone 2 (Director)	85,748	104,803
SMG1 (Executive Director)	117,729	158,620