

APPENDIX 1

NJC SALARY SCALES

Grade	Spine Point	Basic Salary p.a. 01/01/2015 - 31/03/2016
Scale 1A	3	16,353
	4	16,389
*Scale 1B	5	16,416
	6	16,524
	7	16,680
*Scale 1C	8	17,055
	9	17,439
	10	17,733
Scale 2	11	18,612
	12	18,933
	13	19,335
Scale 3	14	19,644
	15	19,977
	16	20,367
	17	20,775
Scale 4	18	21,120
	19	21,780
	20	22,452
	21	23,145
Scale 5	22	23,658
	23	24,252
	24	24,936
	25	25,620
Scale 6	26	26,337
	27	27,108
	28	27,879
SO1	29	28,845
	30	29,697
	31	30,525
SO2	32	31,323
	33	32,157
	34	32,964
PO1	33	32,157
	34	32,964
	35	33,579
PO2	36	34,380
	35	33,579
	36	34,380
	37	35,253
PO3	38	36,186
	38	36,186
	39	37,257
	40	38,151
PO4	41	39,069
	41	39,069
	42	39,981
	43	40,896
PO5	44	41,811
	44	41,811
	45	42,672
	46	43,620
PO6	47	44,544
	46	43,620
	47	44,544
	48	45,462
PO7	49	46,359
	49	46,359
	50	47,283
	51	48,207
PO8	52	49,128
	51	48,207
	52	49,128
	53	50,064
PO9	54	51,045
	54	51,045
	55	52,041
	56	53,037
PO10	57	54,021
	56	53,037
	57	54,021
	58	55,005
	59	55,989

* deletion of point effective from 1 October 2015

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