

Your new NJC pay award covers the period April 2018 – March 2020. You will see there are two different pay spines for 2018 and 2019.

On 1 April 2019 you will transfer to a new NJC pay spine with new scale points 1-43. UNISON is working with your employer to translate your local pay and grading structures onto the new pay spine.

Read across to see how you will assimilate from your old scale point to your new scale point.

SCP	1 Apr 18	Equivalent hourly rate*	SCP	1 Apr 19	Equivalent hourly rate*
6	£16,394	£8.50	1	£17,364	£9.00
7	£16,495	£8.55			
8	£16,626	£8.62	2	£17,711	£9.18
9	£16,755	£8.68			
10	£16,863	£8.74	3	£18,065	£9.36
11	£17,007	£8.82			
12	£17,173	£8.90	4	£18,426	£9.55
13	£17,391	£9.01			
14	£17,681	£9.16	5	£18,795	£9.74
15	£17,972	£9.32			
16	£18,319	£9.50	6	£19,171	£9.94
17	£18,672	£9.68			
18	£18,870	£9.78	7	£19,554	£10.14
19	£19,446	£10.08	8	£19,945	£10.34
20	£19,819	£10.27	9	£20,344	£10.54
			10	£20,751	£10.76**
21	£20,541	£10.65	11	£21,166	£10.97
22	£21,074	£10.92	12	£21,589	£11.19
			13	£22,021	£11.41**
23	£21,693	£11.24	14	£22,462	£11.64
24	£22,401	£11.61	15	£22,911	£11.88
			16	£23,369	£12.11**
25	£23,111	£11.98	17	£23,836	£12.35
			18	£24,313	£12.60**
26	£23,866	£12.37	19	£24,799	£12.85
27	£24,657	£12.78	20	£25,295	£13.11
			21	£25,801	£13.37**
28	£25,463	£13.20	22	£26,317	£13.64
29	£26,470	£13.72	23	£26,999	£13.99
30	£27,358	£14.18	24	£27,905	£14.46
31	£28,221	£14.63	25	£28,785	£14.92
32	£29,055	£15.06	26	£29,636	£15.36
33	£29,909	£15.50	27	£30,507	£15.81
34	£30,756	£15.94	28	£31,371	£16.26
35	£31,401	£16.28	29	£32,029	£16.60
36	£32,233	£16.71	30	£32,878	£17.04
37	£33,136	£17.18	31	£33,799	£17.52
38	£34,106	£17.68	32	£34,788	£18.03
39	£35,229	£18.26	33	£35,934	£18.63
40	£36,153	£18.74	34	£36,876	£19.11
41	£37,107	£19.23	35	£37,849	£19.62
42	£38,052	£19.72	36	£38,813	£20.12
43	£39,002	£20.22	37	£39,782	£20.62
44	£39,961	£20.71	38	£40,760	£21.13
45	£40,858	£21.18	39	£41,675	£21.60
46	£41,846	£21.69	40	£42,683	£22.12
47	£42,806	£22.19	41	£43,662	£22.63
48	£43,757	£22.68	42	£44,632	£23.13
49	£44,697	£23.17	43	£45,591	£23.63

*Hourly rate calculated by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week in the National Agreement 'Green Book')
 **No assimilation from old pay spine.