

1 April 2021 Pay Structure						
JE Range	Grade	Pay Point	NJC scp	Salary £	Hourly Rate £	
HAY Job Evaluation	O	1389	O3	94,122	48.79	
			O2	90,720	47.02	
	N	1280	O1	87,318	45.26	
		1279	N3	85,050	44.08	
	M		N2	81,081	42.03	
		1120	N1	77,112	39.97	
		1119	M3	73,302	37.99	
	L		M2	69,866	36.21	
		990	M1	66,430	34.43	
		989	L3	63,566	32.95	
NJC / HAY	K		L2	60,932	31.58	
		890	L1	58,985	30.57	
	J	889	K3	56,694	29.39	
			K2	54,977	28.50	
	I	762	K1	53,258	27.60	
		761	J4	51,540	26.71	
			J3	49,250	25.53	
			J2	47,665	24.71	43
	H	597	J1	46,662	24.19	42
			I4	45,648	23.66	41
NJC Job Evaluation	G		I3	43,570	22.58	39
		596	I2	42,614	22.09	38
			I1	41,591	21.56	37
	F	555	H4	40,578	21.03	36
		554	H3	38,553	19.98	34
			H2	37,568	19.47	33
	E	503	H1	36,371	18.85	32
		502	G4	35,336	18.32	31
			G3	33,486	17.36	29
	D		G2	31,895	16.53	27
		468	G1	30,984	16.06	26
		467	F4	30,095	15.60	25
	C		F3	28,226	14.63	23
			F2	26,446	13.71	20
		423	F1	25,927	13.44	19
	B	422	E4	24,920	12.92	17
			E3	23,953	12.42	15
			E2	23,484	12.17	14
	A	384	E1	22,571	11.70	12
		383	D3	22,129	11.47	11
			D2	21,269	11.02	9
	Z	344	D1	20,852	10.81	8
		343	C2	20,444	10.60	7
		306	C1	20,043	10.39	6

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	305 259	B	B1	5	19,650	10.19
	258	A	A1	4	19,264	9.99