

26 AUGUST 2020

## E01-20 | 2020-21 NATIONAL SALARY AWARD

The National Joint Council for Local Government Services (NJC) has agreed the new pay scales for 2020-21 to be implemented from 1 April 2020.

The annex below lists the new pay scales for clerks and other employees employed under the terms of the model contract including SCPs 50 and above. These calculations have been checked by the ALCC and are based on the changes agreed by the NJC. These should be applied from 1 April 2020.

Due to the introduction of the national living wage, the NJC agreement included the introduction of a new pay spine on 1 April 2019. Reference to the former pay scales has been removed. However, if you wish to see how the old spinal column points and scale ranges translated to the new scales, these are set out in E02-18.

| SCP | 1 April 2019 |             | 1 April 2020 |              | Scale ranges                                 |
|-----|--------------|-------------|--------------|--------------|----------------------------------------------|
|     | £ per annum  | £ per annum | £ per annum  | * £ per hour | Based on SCP                                 |
| 1   | £17,364      | £9.02       | £17,842      | £9.27        | Below LC Scale (for staff other than clerks) |
| 2   | £17,711      | £9.21       | £18,198      | £9.46        |                                              |
| 3   | £18,065      | £9.39       | £18,562      | £9.65        |                                              |
| 4   | £18,426      | £9.58       | £18,933      | £9.84        |                                              |
| 5   | £18,795      | £9.77       | £19,312      | £10.04       |                                              |
| 5   | £18,795      | £9.77       | £19,312      | £10.04       | LC1 (5-6) (below substantive range)          |
| 6   | £19,171      | £9.96       | £19,698      | £10.24       | LC1 (7-12) (substantive benchmark range)     |
| 7   | £19,554      | £10.16      | £20,092      | £10.44       |                                              |
| 8   | £19,945      | £10.37      | £20,493      | £10.65       |                                              |
| 9   | £20,344      | £10.57      | £20,903      | £10.86       |                                              |
| 10  | £20,751      | £10.79      | £21,322      | £11.08       |                                              |
| 11  | £21,166      | £11.00      | £21,748      | £11.30       |                                              |
| 12  | £21,589      | £11.22      | £22,183      | £11.53       | LC1 (13-17) (above substantive range)        |
| 13  | £22,021      | £11.45      | £22,627      | £11.76       |                                              |
| 14  | £22,462      | £11.67      | £23,080      | £12.00       |                                              |
| 15  | £22,911      | £11.91      | £23,541      | £12.24       |                                              |
| 16  | £23,369      | £12.15      | £24,012      | £12.48       |                                              |

|    |         |        |         |        |                                                    |
|----|---------|--------|---------|--------|----------------------------------------------------|
| 17 | £23,836 | £12.39 | £24,491 | £12.73 |                                                    |
| 18 | £24,313 | £12.64 | £24,982 | £12.98 | LC2 (18-23)<br>(below substantive range)           |
| 19 | £24,799 | £12.89 | £25,481 | £13.24 |                                                    |
| 20 | £25,295 | £13.15 | £25,991 | £13.51 |                                                    |
| 21 | £25,801 | £13.41 | £26,511 | £13.78 |                                                    |
| 22 | £26,317 | £13.68 | £27,041 | £14.05 |                                                    |
| 23 | £26,999 | £14.03 | £27,741 | £14.42 |                                                    |
| 24 | £27,905 | £14.50 | £28,672 | £14.90 | LC2 (24-28)<br>(substantive benchmark range)       |
| 25 | £28,785 | £14.96 | £29,577 | £15.37 |                                                    |
| 26 | £29,636 | £15.40 | £30,451 | £15.83 |                                                    |
| 27 | £30,507 | £15.86 | £31,346 | £16.29 |                                                    |
| 28 | £31,371 | £16.31 | £32,234 | £16.75 |                                                    |
| 29 | £32,029 | £16.65 | £32,910 | £17.10 | LC2 (29-32)<br>(above substantive benchmark range) |
| 30 | £32,878 | £17.09 | £33,782 | £17.56 |                                                    |
| 31 | £33,799 | £17.57 | £34,728 | £18.05 |                                                    |
| 32 | £34,788 | £18.08 | £35,745 | £18.58 |                                                    |
| 33 | £35,934 | £18.68 | £36,922 | £19.19 | LC3 (33-36)<br>(below substantive range)           |
| 34 | £36,876 | £19.17 | £37,890 | £19.69 |                                                    |
| 35 | £37,849 | £19.67 | £38,890 | £20.21 |                                                    |
| 36 | £38,813 | £20.17 | £39,880 | £20.73 |                                                    |
| 37 | £39,782 | £20.68 | £40,876 | £21.25 | LC3 (37-41)<br>(substantive benchmark range)       |
| 38 | £40,760 | £21.19 | £41,881 | £21.77 |                                                    |
| 39 | £41,675 | £21.66 | £42,821 | £22.26 |                                                    |
| 40 | £42,683 | £22.18 | £43,857 | £22.79 |                                                    |
| 41 | £43,662 | £22.69 | £44,863 | £23.32 |                                                    |
| 42 | £44,632 | £23.20 | £45,859 | £23.84 | LC3 (42-45)<br>(above substantive benchmark range) |
| 43 | £45,591 | £23.70 | £46,845 | £24.35 |                                                    |
| 44 | £46,732 | £24.29 | £48,017 | £24.96 |                                                    |
| 45 | £47,896 | £24.89 | £49,213 | £25.58 |                                                    |
| 46 | £49,101 | £25.52 | £50,451 | £26.22 | LC4 (46-49)<br>(below substantive range)           |
| 47 | £50,318 | £26.15 | £51,702 | £26.87 |                                                    |
| 48 | £51,429 | £26.73 | £52,843 | £27.47 |                                                    |
| 49 | £52,869 | £27.48 | £54,323 | £28.23 |                                                    |
| 50 | £54,194 | £28.17 | £55,684 | £28.94 | LC4 (50-54)<br>(substantive)                       |
| 51 | £55,544 | £28.87 | £57,071 | £29.66 |                                                    |
| 52 | £57,397 | £29.83 | £58,975 | £30.65 |                                                    |

|    |         |        |         |        |                                                             |
|----|---------|--------|---------|--------|-------------------------------------------------------------|
| 53 | £59,244 | £30.79 | £60,873 | £31.64 | benchmark<br>range)                                         |
| 54 | £61,099 | £31.76 | £62,779 | £32.63 |                                                             |
| 55 | £62,967 | £32.73 | £64,699 | £33.63 | LC4 (55-62)<br>(above<br>substantive<br>benchmark<br>range) |
| 56 | £64,812 | £33.69 | £66,594 | £34.61 |                                                             |
| 57 | £66,679 | £34.66 | £68,513 | £35.61 |                                                             |
| 58 | £68,510 | £35.61 | £70,394 | £36.59 |                                                             |
| 59 | £70,246 | £36.51 | £72,178 | £37.51 |                                                             |
| 60 | £72,019 | £37.43 | £74,000 | £38.46 |                                                             |
| 61 | £73,835 | £38.38 | £75,865 | £39.43 |                                                             |
| 62 | £75,701 | £39.35 | £77,783 | £40.43 |                                                             |

\* Hourly rates

As per the national agreement, hourly rates are calculated by dividing annual salary by 52 weeks and then by 37 hours.

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