



Effective from 1 April 2020

Local Pay Structures as at 1 April 2020

This document contains the council's pay structures for employees on NCC Local terms and conditions of employment.

1. NCC Local pay scale

This pay structure has 13 grades (A to M) and the table below shows the spinal column points (SCP) within each grade. The NCC Local pay spine runs from spinal column point 7 to spinal column point 53.

Grade	SCP	Basic Pay	Hourly Rate
		£	£
A	7	16,823	8.72
B	7	16,823	8.72
	8	16,823	8.72
C	8	16,823	8.72
	9	16,823	8.72
	10	16,823	8.72
D	10	16,823	8.72
	11	16,823	8.72
	12	16,937	8.78
E	13	17,219	8.93
	14	17,522	9.08
F	15	17,878	9.27
	16	18,294	9.48
	17	18,714	9.70
G	18	19,070	9.88
	19	19,528	10.12
	20	20,229	10.49
H	21	20,954	10.86
	22	21,487	11.14
	23	22,110	11.46
I	24	22,822	11.83
	25	23,534	12.20
	26	24,290	12.59
	27	25,086	13.00

Grade	SCP	Basic Pay	Hourly Rate
		£	£
I	28	25,868	13.41
	29	26,879	13.93
	30	27,769	14.39
	31	28,636	14.84
	32	29,474	15.28
J	33	30,332	15.72
	34	31,179	16.16
	35	31,826	16.50
	36	32,662	16.93
	37	33,568	17.40
K	38	34,542	17.90
	39	35,669	18.49
	40	36,597	18.97
	41	37,553	19.46
	42	38,504	19.96
L	43	39,456	20.45
	44	40,419	20.95
	45	41,318	21.42
	46	42,310	21.93
	47	43,273	22.43
M	48	44,228	22.92
	49	45,171	23.41
	50	46,342	24.02
	51	47,546	24.64
	52	48,729	25.26
	53	49,887	25.86

Apprenticeship, National Minimum and National Living Wage pay rates

Apprenticeship rates	Basic pay	Hourly rate
Year 1 (under 19)	£8,007	£4.15
Year 1 (over 19)	£8,007	£4.15
Year 2+ (under 19)	£8,007	£4.15
Year 2+ (age 19-20)	£12,444	£6.45
Year 2+ (age 21-24)	£15,820	£8.20
Year 2+ (age 25+)	£16,823	£8.72

NMW/NLW rates (non-apprenticeship)	Basic pay	Hourly rate
Age under 18	£8,778	£4.55
Age 18-20	£12,444	£6.45
Age 21-24	£15,820	£8.20
Age 25+	£16,823	£8.72

2. NCC Local (Senior Managers) pay scale

Grade	SCP	Basic Pay	Hourly Rate
		£	£
SM1	1	50,795	26.33
	2	53,494	27.73
	3	56,331	29.20
	4	59,322	30.75
	5	62,474	32.38
SM2	6	70,103	36.34
	7	72,984	37.83
	8	75,979	39.38
	9	79,103	41.00
	10	82,348	42.68
SM3	11	84,215	43.65
	12	86,679	44.93
	13	89,218	46.24
	14	91,834	47.60
	15	94,521	48.99

Grade	SCP	Basic Pay	Hourly Rate
		£	£
SM4	16	99,017	51.32
	17	102,186	52.97
	18	105,458	54.66
	19	108,832	56.41
	20	112,314	58.22
SM5	21	116,850	60.57
	22	119,266	61.82
	23	121,731	63.10
	24	124,251	64.40
	25	126,821	65.73
SM6	26	131,582	68.20
	27	134,346	69.63
	28	137,166	71.10
	29	140,046	72.59
	30	142,986	74.11

3. NCC Local (Chief Executive) pay scale

Grade	SCP	Basic Pay	Hourly Rate
		£	£
Level 3	1	173,860	90.12
	2	183,526	95.13
	3	193,182	100.13
	4	202,845	105.14
	5	212,501	110.14

4. NCC Local (Soulbury based) pay scale for Educational Psychologists

Grade	SCP	Basic Pay	Hourly Rate
		£	£
Trainee	1	23,839	12.36
	2	25,559	13.25
	3	27,250	14.12
	4	28,971	15.02
	5	30,690	15.91
	6	32,411	16.80
Scale A	3	40,605	21.05
	4	42,459	22.01
	5	44,315	22.97
	6	46,172	23.93
	7	47,920	24.84
	8	49,666	25.74
	9	51,304	26.59
	10	52,682	27.31
	11	54,210	28.10
	12	54,838	28.42
Scale B	2	47,660	24.70
	3	49,406	25.61
	4	51,044	26.46
	5	52,682	27.31
	6	54,210	28.10
	7	54,838	28.42
	8	56,010	29.03
	9	57,171	29.63
	10	58,353	30.25
	11	59,510	30.85
	12	60,692	31.46
	13	61,895	32.08
	14	63,054	32.68
	15	64,218	33.29
	16	65,424	33.91
	17	66,636	34.54
18	67,848	35.17	

Scale A
scp 3-8

Up to additional
3 SPA Points

SSEP Payscale
(scp 2-5)

Up to additional
3 SPA Points

APEP Payscale
(scp 9-12)

Up to additional
3 SPA Points

SEP Payscale
(scp 5-8)

Up to
additional 3
SPA Points

5. NCC Local (Soulbury based) pay scale for Educational Improvement Professionals

SCP	Basic Pay	Hourly Rate	SCP	Basic Pay	Hourly Rate
	£	£		£	£
1	35,187	18.24	26	64,457	33.41
2	36,436	18.89	27	65,571	33.99
3	37,616	19.50	28	66,697	34.57
4	38,810	20.12	29	67,829	35.16
5	39,998	20.73	30	68,958	35.74
6	41,187	21.35	31	70,077	36.32
7	42,437	22.00	32	71,213	36.91
8	43,636	22.62	33	72,350	37.50
9	45,037	23.34	34	73,514	38.10
10	46,284	23.99	35	74,675	38.71
11	47,517	24.63	36	75,871	39.33
12	48,710	25.25	37	77,046	39.94
13	50,062	25.95	38	78,234	40.55
14	51,265	26.57	39	79,405	41.16
15	52,336	27.13	40	80,577	41.77
16	53,539	27.75	41	81,754	42.38
17	54,746	28.38	42	82,930	42.98
18	55,929	28.99	43	84,053	43.57
19	57,150	29.62	44	85,233	44.18
20	57,781	29.95	45	86,414	44.79
21	58,993	30.58	46	87,591	45.40
22	60,049	31.12	47	88,775	46.01
23	61,211	31.73	48	89,950	46.62
24	62,254	32.27	49	91,128	47.23
25	63,371	32.85	50	92,306	47.84

6. NCC Local Sleeping-in duty payment

The current rate of sleeping-in is £35.86

7. NCC Local First Aid Allowance

The current first aid allowance is £97.00 per year.

8. NCC Local Meal Expense Allowances

Current rates can be found in the Business Travel & Expenses policy.