

New Reward Structure as at 1st April 2021

| Current Grade | New NJC Spinal Point | NJC Pay April 2021 | New Structure | | | | | | | |
|---------------|----------------------|--------------------|---------------|------------|------------|------------|-------------|---------|---------|---------|
| | | | New Grade | Hay Points | Step | Total Pay | Hourly Rate | | | |
| 1 / 2 | 1 | £18,333 | A | 0 to 113 | A1 | £18,333 | £ 9.50 | | | |
| | 2 | £18,516 | | | | A2 | £19,264 | £ 9.99 | | |
| | 3 | £18,887 | | | A3 | | £20,043 | £ 10.39 | | |
| | 4 | £19,264 | | | | | B | B1 | £20,852 | £ 10.81 |
| | 5 | £19,650 | | | B2 | | | | £21,695 | £ 11.25 |
| | 6 | £20,043 | | | | B3 | | £22,129 | £ 11.47 | |
| 3 | 7 | £20,444 | B | 114 to 160 | C1 | £23,023 | £ 11.93 | | | |
| | 8 | £20,852 | | | | C2 | £23,953 | £ 12.42 | | |
| | 9 | £21,269 | | | | | C3 | £24,920 | £ 12.92 | |
| 10 | £21,695 | D | D1 | £25,927 | £ 13.44 | | | | | |
| 11 | £22,129 | | | D2 | £26,975 | £ 13.98 | | | | |
| 4 | 12 | | £22,571 | | D | 228 to 268 | D3 | £27,514 | £ 14.26 | |
| | 13 | | £23,023 | E1 | | | | £29,174 | £ 15.12 | |
| | 14 | £23,484 | E2 | | | | £30,984 | £ 16.06 | | |
| | 15 | £23,953 | | E3 | | | £31,895 | £ 16.53 | | |
| 5 | 16 | £24,432 | E | 269 to 313 | F1 | £33,486 | £ 17.36 | | | |
| | 17 | £24,920 | | | | F2 | £35,336 | £ 18.32 | | |
| | 6 | 18 | | | | | £25,419 | F3 | £37,568 | £ 19.47 |
| 19 | | £25,927 | G | G1 | £39,571 | £ 20.51 | | | | |
| 20 | £26,446 | G2 | | | £41,591 | £ 21.56 | | | | |
| 7 | 21 | | | £26,975 | G3 | £43,570 | £ 22.58 | | | |
| | 22 | £27,514 | H | H1 | | £46,662 | £ 24.19 | | | |
| 8 | 23 | £28,226 | | | H2 | £49,663 | £ 25.74 | | | |
| | 24 | £29,174 | | H3 | | £51,664 | £ 26.78 | | | |
| | 9 | 25 | £30,095 | | I | I1 | £53,689 | £ 27.83 | | |
| 26 | | £30,984 | I2 | £55,686 | | | £ 28.86 | | | |
| 10 | 27 | £31,895 | | I | 519 to 613 | I3 | £57,676 | £ 29.89 | | |
| | 28 | £32,798 | J | | | | J1 | £60,690 | £ 31.46 | |
| 11 | 29 | £33,486 | | J2 | £63,727 | £ 33.03 | | | | |
| | 30 | £34,373 | | | J3 | £65,726 | £ 34.07 | | | |
| New | 31 | £35,336 | J | 614 to 734 | | J3 | £65,726 | £ 34.07 | | |
| | 32 | £36,371 | | | | | | | | |
| 8 | 33 | £37,568 | G | 371 to 438 | G1 | £39,571 | £ 20.51 | | | |
| | 34 | £38,553 | | | | G2 | £41,591 | £ 21.56 | | |
| | 35 | £39,571 | | | | | G3 | £43,570 | £ 22.58 | |
| 9 | 36 | £40,578 | H | 439 to 518 | H1 | £46,662 | £ 24.19 | | | |
| | 37 | £41,951 | | | | H2 | £49,663 | £ 25.74 | | |
| | 38 | £42,614 | | | | | H3 | £51,664 | £ 26.78 | |
| | 39 | £43,570 | | | | I | | I1 | £53,689 | £ 27.83 |
| 40 | £44,624 | I2 | £55,686 | £ 28.86 | | | | | | |
| 10 | 41 | | £45,648 | I | 519 to 613 | I3 | £57,676 | £ 29.89 | | |
| | 42 | £46,662 | J | | | | 614 to 734 | J1 | £60,690 | £ 31.46 |
| | 43 | £47,665 | | J2 | £63,727 | £ 33.03 | | | | |
| | 44 | £48,667 | J3 | | £65,726 | £ 34.07 | | | | |
| 11 | 45 | £49,663 | H | 439 to 518 | H2 | £49,663 | £ 25.74 | | | |
| | 46 | £50,661 | | | | H3 | £51,664 | £ 26.78 | | |
| | 47 | £51,664 | | | | | I | I1 | £53,689 | £ 27.83 |
| New | 48 | £52,666 | I | 519 to 613 | I2 | £55,686 | | | £ 28.86 | |
| | 49 | £53,689 | | | | I3 | £57,676 | £ 29.89 | | |
| | 50 | £54,680 | J | 614 to 734 | J1 | | £60,690 | £ 31.46 | | |
| 51 | £55,686 | J2 | | | | £63,727 | £ 33.03 | | | |
| 52 | £56,673 | | | | | J3 | £65,726 | £ 34.07 | | |
| New | 53 | £57,676 | I | 519 to 613 | I3 | £57,676 | £ 29.89 | | | |
| | 54 | £58,685 | | | | J | 614 to 734 | J1 | £60,690 | £ 31.46 |
| | 55 | £59,694 | | | | | | | J2 | £63,727 |
| | 56 | £60,690 | | | | J3 | £65,726 | £ 34.07 | | |
| New | 57 | £61,707 | J | 614 to 734 | J3 | £65,726 | £ 34.07 | | | |
| | 58 | £62,711 | | | | | | | | |
| | 59 | £63,727 | | | | | | | | |
| | 60 | £64,728 | | | | | | | | |
| | 61 | £65,726 | | | | | | | | |