

2020/21 PAYSCALES using NJC pay points 1 - 43

NJC Payscales for 2020/21

On 24 August 2020, the National Joint Council for Local Government Services issued the pay agreement information for the 2020/21 year which can be read [here](#).

Please read the following important information about these payscales:

- NICVA is in no way involved in negotiating or setting NJC payscales.
- NJC payscales are agreed nationally for Local Government Services by the employer and trade union sides of the National Joint Council.
- To assist organisations in the voluntary and community sector in Northern Ireland, NICVA produces the attached payscales using NJC pay points (SCP 1 to SCP 43) and aligns these to pay bands from Scale 1 up.
- NJC payscales are from SCP 1 to SCP 43
- NICVA along with other local councils continue the scales up to point 59 for their own use. SCP 44 to 59 do not form part of the NJC payscales.
- NJC payscales are based on Local Government working hours of 37 per week. NICVA's own working hours are 35 per week, therefore NICVA uses the same NJC scales based on a 35 hour week; this is not pro-rata'd. This is an organisational decision.
- NICVA cannot give guidance on setting pay for specific job roles in your organisation. See guidance section below.

Guidance on setting pay in your organisation

Given the changes to NJC payscales over recent years, NICVA is reviewing the job title descriptors assigned for each pay band which can be found in previous versions of the payscales. NICVA cannot advise you on what you should pay your staff.

The payscales below are for guidance only and management in any organisation should develop an objective system for determining pay for each role in the organisation based on a variety of factors to ensure fair pay for each role:

- **Responsibility** - who is responsible for setting pay? Ideally there should be someone or a committee to review pay to ensure consistency.
- **Policy** – have a clear policy. Ensure employment contracts are clear in terms of pay, the scales used, progression and how increases are attained/applied.
- **Job Role** - Have you set a clear job and person specification which identifies the duties of the role and the experience and skills required to do the role?
- **Conduct a benchmarking exercise** – Find out what are other similar organisations paying similar roles.
- **Job evaluation** – This is a method of determining on a systematic basis the relative importance of a number of different jobs. Someone trained in job evaluation may carry this out for you.
- **Equal Pay** – ensure your pay policy is non discriminatory, paying fair and equal pay for work of equal value. This may be for the same or a similar job.
- **Organisational pay** – review what other roles paid relative to this role.

SO = Senior Officer PO = Principal Officer		£ per annum	
SCALE	SCP	01-Apr-19	01-Apr-20
SCALE 1	1	£17,364	£17,842
	2	£17,711	£18,198
	3	£18,065	£18,562
SCALE 2	3	£18,065	£18,562
	4	£18,426	£18,933
SCALE 3	5	£18,795	£19,312
	6	£19,171	£19,698
SCALE 4	7	£19,554	£20,092
	8	£19,945	£20,493
	9	£20,344	£20,903
	10	£20,751	£21,322
	11	£21,166	£21,748
SCALE 5	12	£21,589	£22,183
	13	£22,021	£22,627
	14	£22,462	£23,080
	15	£22,911	£23,541
	16	£23,369	£24,012
	17	£23,836	£24,491
SCALE 6	18	£24,313	£24,982
	19	£24,799	£25,481
	20	£25,295	£25,991
	21	£25,801	£26,511
	22	£26,317	£27,041
SO 1	23	£26,999	£27,741
	24	£27,905	£28,672
	25	£28,785	£29,577
SO 2	26	£29,636	£30,451
	27	£30,507	£31,346
	28	£31,371	£32,234
PO1	27	£30,507	£31,346
	28	£31,371	£32,234
	29	£32,029	£32,910
	30	£32,878	£33,782
PO2	29	£32,029	£32,910
	30	£32,878	£33,782
	31	£33,799	£34,728
	32	£34,788	£35,745
PO3	32	£34,788	£35,745

	33	£35,934	£36,922
	34	£36,876	£37,890
	35	£37,849	£38,890
PO4	35	£37,849	£38,890
	36	£38,813	£39,880
	37	£39,782	£40,876
	38	£40,760	£41,881
PO5	38	£40,760	£41,881
	39	£41,675	£42,821
	40	£42,683	£43,857
	41	£43,662	£44,863
PO6	40	£42,683	£43,857
	41	£43,662	£44,863
	42	£44,632	£45,859
	43	£45,591	£46,845
Please note NJC payscales are from SCP1 to SCP 43 . NICVA and some local council scales go up to SCP 59. The below section to point 59 is for guidance only and does not form part of the NJC payscales.			
PO7	43	£45,591	£46,845
	44	£46,565	£47,846
	45	£47,540	£48,847
	46	£48,529	£49,864
PO8	46	£48,529	£49,864
	47	£49,526	£50,888
	48	£50,567	£51,958
PO9	48	£50,567	£51,958
	49	£51,630	£53,050
	50	£52,681	£54,130
	51	£53,727	£55,204
PO10	51	£53,727	£55,204
	52	£54,775	£56,281
	53	£55,820	£57,355
	54	£56,858	£58,422
PO11	54	£56,858	£58,422
	55	£57,903	£59,495
	56	£58,963	£60,584
	57	£60,021	£61,672
PO12	56	£58,963	£60,584
	57	£60,021	£61,672
	58	£61,056	£62,735
	59	£62,110	£63,818