

## 2026/27 OPENING SALARY SCALES:\*

NEW GRADE:	SCP:	BASIC:	ON COST:	BASIC PLUS ON COST:
SC1	1	SCP DELETED		
	2	£29,808	£8,968	£38,776
SC2	3	£30,225	£9,104	£39,329
	4	£30,654	£9,244	£39,898
SC3	5	£31,086	£9,385	£40,471
	6	£31,530	£9,529	£41,059
SC4	7	£31,980	£9,676	£41,656
	8	£32,442	£9,827	£42,269
	9	£32,907	£9,978	£42,885
	10	£33,384	£10,134	£43,518
SC5	11	£33,870	£10,292	£44,162
	12	£34,359	£10,452	£44,811
	13	£34,863	£10,616	£45,479
	14	£35,373	£10,782	£46,155
	15	£35,892	£10,951	£46,843
	16	£36,423	£11,124	£47,547
	17	£36,963	£11,300	£48,263
SC6	18	£37,509	£11,478	£48,987
	19	£38,070	£11,661	£49,731
	20	£38,637	£11,846	£50,483
SO1	21	£39,216	£12,035	£51,251
	22	£39,807	£12,228	£52,035
	23	£40,404	£12,422	£52,826
	24	£41,013	£12,621	£53,634
	25	£41,637	£12,824	£54,461
	26	£42,264	£13,029	£55,293
SO2	27	£42,912	£13,240	£56,152
	28	£43,308	£13,369	£56,677
PO1	29	£44,235	£13,671	£57,906
	30	£44,937	£13,900	£58,837
	31	£45,852	£14,198	£60,050
	32	£46,854	£14,525	£61,379
PO2	33	£47,925	£14,874	£62,799
	34	£49,155	£15,275	£64,430
PO3	35	£50,175	£15,608	£65,783
	36	£51,228	£15,951	£67,179
PO4	37	£52,269	£16,290	£68,559
	38	£53,319	£16,632	£69,951
	39	£54,360	£16,972	£71,332
	40	£55,353	£17,296	£72,649

PO5		41	£56,436	£17,649	£74,085
	PO6	42	£57,495	£17,994	£75,489
43		£58,551	£18,338	£76,889	
44		£59,574	£18,672	£78,246	
PO7		45	£60,633	£19,017	£79,650
		46	£61,686	£19,360	£81,046
		47	£62,742	£19,704	£82,446
PO8	SMG1	48	£63,816	£20,055	£83,871
		49	£64,938	£20,420	£85,358
		50	£66,084	£20,794	£86,878
SMG2		51	£67,260	£21,177	£88,437
		52	£68,460	£21,568	£90,028
		53	£69,660	£21,960	£91,620
		54	£70,860	£22,351	£93,211
		55	£72,075	£22,747	£94,822
		56	£73,266	£23,135	£96,401
		57	£74,472	£23,528	£98,000
SMG3		58	£75,696	£23,927	£99,623
		59	£76,872	£24,311	£101,183
		60	£78,090	£24,708	£102,798
		61	£79,629	£25,210	£104,839
		62	£81,207	£25,724	£106,931
		63	£82,797	£26,242	£109,039
		64	£84,459	£26,784	£111,243
		65	£86,121	£27,326	£113,447

NEW GRADE:	SCP:	BASIC:	ON COST:	BASIC PLUS ON COST:
JNC4	3	£93,768	£29,819	£123,587
	4	£96,774	£30,799	£127,573
	5	£99,780	£31,779	£131,559
JNC3	11	£113,334	£36,197	£149,531
	12	£116,340	£37,177	£153,517
	13	£119,346	£38,157	£157,503
JNC2	15	£126,543	£40,504	£167,047
	16	£129,492	£41,465	£170,957
	17	£132,441	£42,426	£174,867
JNC1	20	£166,755	£53,613	£220,368
	21	£169,944	£54,652	£224,596
	22	£173,133	£55,692	£228,825

\*these do not include the 2026/27 pay award (yet to be agreed) but only a change to the on cost due to the reduction in Employers Pension Contribution going live on 1 April 2026