

Appendix A
JNC for Chief Officers / Chief Executive of Local Authorities
Spinal Column Point Salaries

		1 st April 2024	1 st April 2023
		Annual	Annual
Chief Executive			
Pay range *		TBC	£177,802 to £200,487
Executive Director			
Pay range	11		£138,102
	12	TBC	£141,505
	13		£144,908
	spot point		£151,714
Director			
Pay range	31		£91,004
	32		£94,424
	33	TBC	£97,848
	34		£101,270
	35		£104,701

*Chief Executive is paid on a spot salary within the Chief Executive pay range
TBC = Pay award for 2024/25 to be confirmed

Appendix B - NJC for Local Government Employees

Spinal Column Point Salaries effective from 1st April 2024** and 1st April 2023

* Note - Hourly rates are shown rounded to the nearest whole penny

From 1 April 2023 SCP 001 was deleted

Grade	SCP	01/04/2024**			01/04/2023		
		Annual Salary £	Monthly Rate £	*Hourly Rate £	Annual Salary £	Monthly Rate £	*Hourly Rate £
NJC grades							
G1	001						
	G2		0.00	0.00	22366	1863.83	11.59
	003		0.00	0.00	22737	1894.75	11.79
G3	004		0.00	0.00	23114	1926.17	11.98
	005		0.00	0.00	23500	1958.33	12.18
	G4		0.00	0.00	23893	1991.08	12.38
	007		0.00	0.00	24294	2024.50	12.59
	008		0.00	0.00	24702	2058.50	12.80
G5	009		0.00	0.00	25119	2093.25	13.02
	010		0.00	0.00	25545	2128.75	13.24
	011		0.00	0.00	25979	2164.92	13.47
	012		0.00	0.00	26421	2201.75	13.69
	013		0.00	0.00	26873	2239.42	13.93
	014		0.00	0.00	27334	2277.83	14.17
	G6		0.00	0.00	27803	2316.92	14.41
	016		0.00	0.00	28282	2356.83	14.66
	017		0.00	0.00	28770	2397.50	14.91
	018		0.00	0.00	29269	2439.08	15.17
	019		0.00	0.00	29777	2481.42	15.43
	020		0.00	0.00	30296	2524.67	15.70
	021		0.00	0.00	30825	2568.75	15.98
G7	022		0.00	0.00	31364	2613.67	16.26
	023		0.00	0.00	32076	2673.00	16.63
	024		0.00	0.00	33024	2752.00	17.12
	025		0.00	0.00	33945	2828.75	17.59
	G8		0.00	0.00	34834	2902.83	18.06
	027		0.00	0.00	35745	2978.75	18.53
	028		0.00	0.00	36648	3054.00	19.00
	029		0.00	0.00	37336	3111.33	19.35
G9	030		0.00	0.00	38223	3185.25	19.81
	031		0.00	0.00	39186	3265.50	20.31
	032		0.00	0.00	40221	3351.75	20.85
	033		0.00	0.00	41418	3451.50	21.47
	G10		0.00	0.00	42403	3533.58	21.98
	035		0.00	0.00	43421	3618.42	22.51
	036		0.00	0.00	44428	3702.33	23.03
	037		0.00	0.00	45441	3786.75	23.55
G11	038		0.00	0.00	46464	3872.00	24.08
	039		0.00	0.00	47420	3951.67	24.58
	040		0.00	0.00	48474	4039.50	25.13
	041		0.00	0.00	49498	4124.83	25.66
	G12		0.00	0.00	50512	4209.33	26.18
	043		0.00	0.00	51515	4292.92	26.70
	044		0.00	0.00	52620	4385.00	27.27
	045		0.00	0.00	53714	4476.17	27.84
G13	046		0.00	0.00	54962	4580.17	28.49
	047		0.00	0.00	56239	4686.58	29.15
	048		0.00	0.00	57515	4792.92	29.81
	049		0.00	0.00	58809	4900.75	30.48
	050		0.00	0.00	60094	5007.83	31.15
G14	055		0.00	0.00	66741	5561.75	34.59
	056		0.00	0.00	68093	5674.42	35.29
	G15		0.00	0.00	70227	5852.25	36.40
	058		0.00	0.00	73639	6136.58	38.17
	059		0.00	0.00	77048	6420.67	39.94
G16	060		0.00	0.00	80605	6717.08	41.78
	061		0.00	0.00	84020	7001.67	43.55
	062		0.00	0.00	87429	7285.75	45.32

Midpoint (Average Cost) of Salary Grades 2023

Grade	SCP	Midpoint £
Grade 1	pts 1-2	22366
Grade 2	pts 2-4	22739
Grade 3	pts 4-6	23502
Grade 4	pts 6-11	24922
Grade 5	pts 9-17	26903
Grade 6	pts 15-23	29829
Grade 7	pts 22-27	33498
Grade 8	pts 26-31	36995
Grade 9	pts 30-35	40812
Grade 10	pts 34-39	44930
Grade 11	pts 38-43	48981
Grade 12	pts 42-47	53260
Grade 13	pts 46-50	57524
Grade 14	pts 55-58	69675
Grade 15	pts 57-61	77108
Grade 16	pts 60-62	84018

Business Mileage Effective from 1 April 2017

Business Mileage	HMRC Approved mileage rates
	Cars (per mile)
First 10,000 business miles in the tax year	45p
Each business mile over 10,000 in the tax year	25p

Living Wage Allowance from 1 April 2024

£12.00 per hour

**TBC – pay award for 2024/25 to be confirmed



Appendix C
Walsall Apprentice rates of pay

From 1 April 2024, workers aged 21 and over will be entitled to the Governments National Living Wage

Pay Range	Pay Point	1 st April 2024		Pay Range	Pay Point	1 st April 2023	
		Annual	Hourly			Annual	Hourly
Walsall Council Real Living Wage	XLW	£23,151.43	£12.00	Walsall Council Real Living Wage	XLW	£21,029.21	£10.90
Government National Living Wage 21 years old and over*	TBC	£22,283	£11.55*	Government National Living Wage 23 years old and over*	XGLWC	£20,304.19	£10.52*
				National Minimum Wage 21-22 years old*	XNMWU23C	£19,836.53	£10.28*
National Minimum Wage 18-20 years old*	XNMWU21C	£16,591	8.69*	National Minimum Wage 18-20 years old*	XNMWU21C	£14,594.85	£7.56*
National Minimum Wage 16-17 years old*	XNMWU18C	£12,463	6.46*	National Minimum Wage 16-17 years old*	XNMWU18C	£10,288.49	£5.33*

All apprentices will be paid at age appropriate rates, with the exception of higher level and degree level apprentices who will receive the Real Living Wage, where applicable.

*National minimum wage with 1% uplift

Appendix D - Soulbury Committee for Educational Advisors

Spinal Column Point Salaries effective from 1st September 2024
(TBC) & 1st September 2023

* note Hourly rates are shown rounded to the nearest whole penny

01/09/2024

SCP	Annual Salary £	Monthly Rate £	*Hourly Rate £
Educational Improvement Professionals			
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
28			

Trainee Educational Psychologists

2			
3			
4			
5			
6			

Assistant Education Psychologists

2			
3			
4			
5			

Educational Psychologists

3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			

Senior & Principal Educational Psychologists

2			
3			
4			
5			
6			
7			
8			
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10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			

01/09/2023

SCP	Annual Salary £	Monthly Rate £	*Hourly Rate £
Educational Improvement Professionals			
1	40540	3378.33	21.01
2	41920	3493.33	21.73
3	43224	3602.00	22.40
4	44545	3712.08	23.09
5	45857	3821.42	23.77
6	47170	3930.83	24.45
7	48550	4045.83	25.16
8	49878	4156.50	25.85
9	51425	4285.42	26.65
10	52805	4400.42	27.37
11	54166	4513.83	28.08
12	55484	4623.67	28.76
13	56976	4748.00	29.53
14	58308	4859.00	30.22
15	59777	4981.42	30.98
16	61106	5092.17	31.67
17	62440	5203.33	32.36
18	63748	5312.33	33.04
19	65097	5424.75	33.74
20	65794	5482.83	34.10
21	67133	5594.42	34.80
22	68301	5691.75	35.40
23	69586	5798.83	36.07
28	75650	6304.17	39.21

Trainee Educational Psychologists

2	29872	2489.33	15.48
3	31770	2647.50	16.47
4	33673	2806.08	17.45
5	35572	2964.33	18.44
6	37473	3122.75	19.42

Assistant Education Psychologists

2	35228	2935.67	18.26
3	36531	3044.25	18.93
4	37828	3152.33	19.61
5	39341	3278.42	20.39

Educational Psychologists

3	46525	3877.08	24.12
4	48575	4047.92	25.18
5	50627	4218.92	26.24
6	52678	4389.83	27.30
7	54609	4550.75	28.31
8	56540	4711.67	29.31
9	58348	4862.33	30.24
10	60160	5013.33	31.18
11	61848	5154.00	32.06
12	62540	5211.67	32.42
13	63836	5319.67	33.09
14	65120	5426.67	33.75

Senior & Principal Educational Psychologists

2	54609	4550.75	28.31
3	56540	4711.67	29.31
4	58348	4862.33	30.24
5	60160	5013.33	31.18
6	61848	5154.00	32.06
7	62540	5211.67	32.42
8	63836	5319.67	33.09
9	65120	5426.67	33.75
10	66425	5535.42	34.43
11	67706	5642.17	35.09
12	69010	5750.83	35.77
13	70337	5861.42	36.46
14	71621	5968.42	37.12
15	72966	6080.50	37.82
16	74297	6191.42	38.51
17	75637	6303.08	39.20
18	76976	6414.67	39.90
19	80055	6671.25	41.49
20	83257	6938.08	43.15
21	86587	7215.58	44.88



Appendix E - JNC for Youth & Community Workers

Spinal Column Point Salaries effective from 1st September 2024 (TBC) & 1st September 2023

* note Hourly rates are shown rounded to the nearest whole penny

01/09/2024				01/09/2023			
SCP	Annual Salary	Monthly Rate	*Hourly	SCP	Annual Salary	Monthly Rate	*Hourly
	£	£	£		£	£	£
Support Worker Range				Support Worker Range			
5				5	23496	1958.00	12.18
6				6	23825	1985.42	12.35
7				7	24121	2010.08	12.50
8				8	24799	2066.58	12.85
9				9	25664	2138.67	13.30
10				10	26341	2195.08	13.65
11				11	27434	2286.17	14.22
12				12	28501	2375.08	14.77
13				13	29606	2467.17	15.35
14				14	30750	2562.50	15.94
15				15	31528	2627.33	16.34
16				16	32341	2695.08	16.76
17				17	33141	2761.75	17.18
Professional Range				Professional Range			
13				13	29606	2467.17	15.35
14				14	30750	2562.50	15.94
15				15	31528	2627.33	16.34
16				16	32341	2695.08	16.76
17				17	33141	2761.75	17.18
18				18	33946	2828.83	17.60
19				19	34745	2895.42	18.01
20				20	35547	2962.25	18.42
21				21	36447	3037.25	18.89
22				22	37467	3122.25	19.42
23				23	38461	3205.08	19.94
24				24	39459	3288.25	20.45
25				25	40465	3372.08	20.97
26				26	41470	3455.83	21.50
27				27	42475	3539.58	22.02
28				28	43493	3624.42	22.54
29				29	44502	3708.50	23.07
30				30	45513	3792.75	23.59
31				31	46195	3849.58	23.94
32				32	47316	3943.00	24.53



Walsall Council