

Pay grades

National Joint Council (NJC)

Existing (from April 2025)				New (from April 2026)				
Grade	Pay point	£ per year	£ per hour	Pay point	£ per year	£ per hour	Increase	Grade
Grade 2	2	£24,413	£12.65	2*	Deleted			
	3	£24,796	£12.85	3	£25,614	£13.28	3.3%	Grade 2
Grade 3	4	£25,185	£13.05	4	£26,016	£13.48	3.3%	
	5	£25,583	£13.26	5	£26,427	£13.70	3.3%	Grade 3
	6	£25,989	£13.47	6	£26,847	£13.92	3.3%	
Grade 4	7	£26,403	£13.69	7	£27,274	£14.14	3.3%	Grade 4
	8	£26,824	£13.90	8	£27,709	£14.36	3.3%	
	9	£27,254	£14.13	9	£28,153	£14.59	3.3%	
	10	£27,694	£14.35	10	£28,608	£14.83	3.3%	
	11	£28,142	£14.59	11	£29,071	£15.07	3.3%	
Grade 5	12	£30,024	£15.56	12	£31,015	£16.08	3.3%	Grade 5
	13	£31,022	£16.08	13	£32,046	£16.61	3.3%	
	14	£32,061	£16.62	14	£33,119	£17.17	3.3%	
	15	£32,597	£16.90	15	£33,673	£17.45	3.3%	
	16	£33,699	£17.47	16	£34,811	£18.04	3.3%	
Grade 6	17	£36,363	£18.85	17	£37,563	£19.47	3.3%	Grade 6
	18	£37,280	£19.32	18	£38,510	£19.96	3.3%	
	19	£38,220	£19.81	19	£39,481	£20.46	3.3%	
	20	£39,152	£20.29	20	£40,444	£20.96	3.3%	
	21	£39,862	£20.66	21	£41,177	£21.34	3.3%	
	22	£40,777	£21.14	22	£42,123	£21.83	3.3%	
Grade 7	23	£44,075	£22.85	23	£45,529	£23.60	3.3%	Grade 7
	24	£45,091	£23.37	24	£46,579	£24.14	3.3%	
	25	£46,142	£23.92	25	£47,665	£24.71	3.3%	
	26	£47,181	£24.46	26	£48,738	£25.26	3.3%	
	27	£48,226	£25.00	27	£49,817	£25.82	3.3%	
	28	£49,282	£25.54	28	£50,908	£26.39	3.3%	
Grade 8	29	£52,413	£27.17	29	£54,143	£28.06	3.3%	Grade 8
	30	£53,460	£27.71	30	£55,224	£28.62	3.3%	
	31	£54,495	£28.25	31	£56,293	£29.18	3.3%	
	32	£55,609	£28.82	32	£57,444	£29.77	3.3%	
	33	£56,730	£29.40	33	£58,602	£30.37	3.3%	
Grade 9	34	£60,144	£31.17	34	£62,129	£32.20	3.3%	Grade 9
	35	£61,263	£31.75	35	£63,285	£32.80	3.3%	
	36	£62,394	£32.34	36	£64,453	£33.41	3.3%	
	37	£63,535	£32.93	37	£65,632	£34.02	3.3%	
Grade 10	38	£66,939	£34.70	38	£69,148	£35.84	3.3%	Grade 10
	39	£68,074	£35.28	39	£70,320	£36.45	3.3%	
	40	£69,182	£35.86	40	£71,465	£37.04	3.3%	
	41	£70,283	£36.43	41	£72,602	£37.63	3.3%	
Grade 11	42	£73,604	£38.15	42	£76,033	£39.41	3.3%	Grade 11
	43	£74,715	£38.73	43	£77,181	£40.00	3.3%	
	44	£75,829	£39.30	44	£78,331	£40.60	3.3%	
	45	£76,939	£39.88	45	£79,478	£41.20	3.3%	
	46	£78,051	£40.46	46	£80,627	£41.79	3.3%	

* **Pay point 2:** As agreed as part of the 2025/2026 NJC pay award, Pay Point 2 has been permanently deleted from the NJC pay spine effective from 1 April 2026. Because of this, City of Wolverhampton Council agreed local pay changes which mean Grade 2 will comprise of Pay Points 3 and 4 and Grade 3 will comprise of Pay Points 5 and 6.