

2025 - 2026 PAYSCALES using NJC pay points 1 - 43

NJC Payscales for 2025 - 2026

On 23 July 2025, the National Joint Council for Local Government Services issued the pay agreement information for the 2025 - 2026 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-24	01-Apr-25
SCALE 1	1	Deleted wef 01 Apr 23	Deleted wef 01 Apr 23
	2	£24,653	£24,413
	3	£24,027	£24,796
SCALE 2	3	£24,027	£24,796
	4	£24,404	£25,185
SCALE 3	5	£24,790	£25,583
	6	£25,183	£25,989
SCALE 4	7	£25,584	£26,403
	8	£25,992	£26,824
	9	£26,409	£27,254
	10	£26,835	£27,694
	11	£27,269	£28,142
SCALE 5	12	£27,711	£28,598
	13	£28,163	£29,064
	14	£28,624	£29,540
	15	£29,093	£30,024
	16	£29,572	£30,518
	17	£30,060	£31,022
SCALE 6	18	£30,559	£31,537
	19	£31,067	£32,061
	20	£31,586	£32,597
	21	£32,115	£33,143
	22	£32,654	£33,699

SO 1	23	£33,366	£34,,434
	24	£34,314	£35,412
	25	£35,235	£36,363
SO 2	26	£36,124	£37,280
	27	£37,035	£38,220
	28	£37,938	£39,152
PO1	27	£37,035	£38,220
	28	£37,938	£39,152
	29	£38,626	£39,862
	30	£39,513	£40,777
PO2	29	£38,626	£39,862
	30	£39,513	£40,777
	31	£40,476	£41,771
	32	£41,511	£42,839
PO3	32	£41,511	£42,839
	33	£42,708	£44,075
	34	£43,693	£45,091
	35	£44,711	£46,142
PO4	35	£44,711	£46,142
	36	£45,718	£47,181
	37	£46,731	£48,226
	38	£47,754	£49,282
PO5	38	£47,754	£49,282
	39	£48,710	£50,269
	40	£49,764	£51,356
	41	£50,788	£52,413
PO6	40	£49,764	£51,356
	41	£50,788	£52,413
	42	£51,802	£53,460

	43	£52,805	£54,495
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	£52,805	£54,495
	44	£53,886	£55,610
	45	£54,971	£56,730
	46	£56,073	£57,867
PO8	46	£56,073	£57,867
	47	£57,182	£59,012
	48	£58,341	£60,208
PO9	48	£58,341	£60,208
	49	£59,524	£61,429
	50	£60,694	£62,636
	51	£61,858	£63,837
PO10	51	£61,858	£63,837
	52	£63,025	£65,042
	53	£64,189	£66,243
	54	£65,344	£67,435
PO11	54	£65,344	£67,435
	55	£66,507	£68,635
	56	£67,686	£69,852
	57	£68,865	£71,069
PO12	56	£67,686	£69,852
	57	£68,865	£71,069
	58	£70,017	£72,258
	59	£71,191	£73,469