

Grading Structure from 01/04/2019				
NJC Spinal Column Points (1-43)	£ per annum	Grade	Incremental Points	Hay Job Evaluation Score Range
1	£17,364	Grade1/Apprentice Grade	1	54-97
2	£17,711		2	
3	£18,065		3	
4	£18,426	Grade 2	1	98-134
5	£18,795		2	
6	£19,171		3	
7	£19,554	Grade 3	1	135-160
8	£19,945		2	
9	£20,344		3	
10	N/A			
11	£21,166	Grade 4	1	161-191
12	£21,589		2	
13	N/A			
14	£22,462		3	
15	£22,911		4	
16	N/A			
17	£23,836	Grade 5	1	192-227
18	N/A			
19	£24,799		2	
20	£25,295		3	
21	N/A			
22	£26,317		4	
23	£26,999	Grade 6	1	228 – 268
24	£27,905		2	
25	£28,785		3	
26	£29,636		4	
27	£30,507	Grade 7	1	269 - 313
28	£31,371		2	
29	£32,029		3	
30	£32,878		4	
31	£33,799	Grade 8	1	314 - 370
32	£34,788		2	
33	£35,934		3	
34	£36,876		4	

<b>35</b>	£37,849	Grade 9	1	371 - 438
<b>36</b>	£38,813		2	
<b>37</b>	£39,782		3	
<b>38</b>	£40,760		4	
<b>39</b>	N/A			
<b>40</b>	£42,683	Grade 10	1	439 – 518
<b>41</b>	£43,662		2	
<b>42</b>	£44,632		3	
<b>43</b>	£45,591		4	
<b>44**</b>	£49,350	Grade 11	1	519 – 613
<b>45**</b>	£50,336		2	
<b>46**</b>	£51,343		3	
<b>47**</b>	£52,368		4	
<b>48**</b>	£56,685	Grade 12	1	614 – 734
<b>49**</b>	£57,822		2	
<b>50**</b>	£58,976		3	
<b>51**</b>	£60,156		4	

**\*\*Local  
Spinal  
Column  
Points**