

**GCC & School Support Staff Grading Structure**  
**Schedule 3 NJC ("Green Book" Employees")**  
**April 2018 & April 2019**

Apr-18		Apr-19			
SCP	Salary	SCP	Salary		
6	£16,394	1	£17,364	Grade B	
7	£16,495	1	£17,364		Grade C
8	£16,626	2	£17,711		
9	£16,755	2	£17,711		
10	£16,863	3	£18,065		
11	£17,007	3	£18,065		Grade D
12	£17,173	4	£18,426		
13	£17,391	4	£18,426		Grade E
14	£17,681	5	£18,795		
15	£17,972	5	£18,795		
16	£18,319	6	£19,171		
17	£18,672	6	£19,171		Grade F
18	£18,870	7	£19,554		
19	£19,446	8	£19,554		Grade G
20	£19,819	9	£20,344		
		10	£20,751		
21	£20,541	11	£21,166		
22	£21,074	12	£21,589		
		13	£22,021		
23	£21,693	14	£22,462		Grade H
24	£22,401	15	£22,911		
		16	£23,369		
25	£23,111	17	£23,836		
		18	£24,313		
26	£23,866	19	£24,799		
27	£24,657	20	£25,295		
		21	£25,801		
28	£25,463	22	£26,317		Grade I
29	£26,470	23	£26,999		
30	£27,358	24	£27,905		
31	£28,221	25	£28,785		
32	£29,055	26	£29,636		
33	£29,909	27	£30,507		
34	£30,756	28	£31,371		Grade J
35	£31,401	29	£32,029		
36	£32,233	30	£32,878		
37	£33,136	31	£33,799		
38	£34,106	32	£34,788		Grade K
39	£35,229	33	£35,934		
40	£36,153	34	£36,876		
41	£37,107	35	£37,849		
42	£38,052	36	£38,813		
43	£39,002	37	£39,782		Grade L
44	£39,961	38	£40,760		
45	£40,858	39	£41,675		
46	£41,846	40	£42,683		
47	£42,806	41	£43,662		
48	£43,757	42	£44,632		
49	£44,697	43	£45,591		

These pay scales reflect the last negotiated pay award by the National Joint Council for Local Government Services covering 2019-20.

Progression is subject to the provisions of the Salary Progression Scheme.

Job Evaluation grades & points	
B Up to 262 points	G 384 – 421 points
C 263 – 285 points	H 422 – 459 points
D 286 – 315 points	I 460 – 506 points
E 316 – 350 points	J 507 – 540 points
F 351 – 383 points	K 541 – 585 points
L 586 and above points	

Notice Periods	
Grades B-H	1 month
Grades I-J	2 month
Grades K-L	3 month