

GCC & School Support Staff Grading Structure
Schedule 4 NJC ("Green Book" Employees")
September 2019

Grade (Sept 2019)	SCP (Sept 2019)	Salary (Sept 2019)
Grade 1 (previously Grade B)	1	£17,364
Grade 2 (previously Grade C)	2	£17,711
	3	£18,065
Grade 3 (previously Grade D)	4	£18,426
	5	£18,795
	6	£19,171
Grade 4 (previously Grade E)	7	£19,554
	8	£19,945
	9	£20,344
	10	£20,751
Grade 5 (previously Grade F)	11	£21,166
	12	£21,589
	13	£22,021
	14	£22,462
Grade 6 (previously Grade G)	15	£22,911
	16	£23,369
	17	£23,836
	18	£24,313
	19	£24,799
	20	£25,295
Grade 7 (previously Grade H)	21	£25,801
	22	£26,317
	23	£26,999
	24	£27,905
	25	£28,785
Grade 8 (previously Grade I)	26	£29,636
	27	£30,507
	28	£31,371
	29	£32,029
	30	£32,878
Grade 9 (previously Grade J)	31	£33,799
	32	£34,788
	33	£35,934
	34	£36,876
	35	£37,849
	36	£38,813
Grade 10 (previously Grade K)	37	£39,782
	38	£40,760
	39	£41,675
	40	£42,683
Grade 11 (previously Grade L)	41	£43,662
	42	£44,632
	43	£45,591

These pay scales reflect the last negotiated pay award by the National Joint Council for Local Government Services covering 2019-20 and the local GCC Pay and Grade restructure Sept 2019.

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

Job Evaluation grades & points	
Grade 1: 1 Up to 262 points	Grade 6: 384 – 421 points
Grade 2: 263 – 285 points	Grade 7: 422 – 459 points
Grade 3: 286 – 315 points	Grade 8: 460 – 506 points
Grade 4: 316 – 350 points	Grade 9: 507 – 540 points
Grade 5: 351 – 383 points	Grade 10: 541 – 585 points
Grade 11: 586 and above points	

Notice Periods	
Grades 1-7	1 month
Grades 8-9	2 month
Grades 10-11	3 month