

## NICVA Pay Scales

### 2022/23 PAYSCALES using NJC pay points 1 - 43

#### NJC Payscales for 2022/23

On 1 November 2022, the National Joint Council for Local Government Services issued the pay agreement information for the 2022/23 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-21	01-Apr-22
SCALE 1	1	£18,333	£20,258
	2	£18,516	£20,441
	3	£18,887	£20,812
SCALE 2	3	£18,887	£20,812
	4	£19,264	£21,189
SCALE 3	5	£19,650	£21,575
	6	£20,043	£21,968
SCALE 4	7	£20,444	£22,369
	8	£20,852	£22,777
	9	£21,269	£23,194
	10	£21,695	£23,620
	11	£22,129	£24,054
SCALE 5	12	£22,571	£24,496
	13	£23,023	£24,948
	14	£23,484	£25,409
	15	£23,953	£25,874
	16	£24,432	£26,357
	17	£24,920	£26,845
SCALE 6	18	£25,419	£27,344
	19	£25,927	£27,852
	20	£26,446	£28,371
	21	£26,975	£28,900
	22	£27,514	£29,439

SO 1	23	£28,226	£30,151
	24	£29,174	£31,099
	25	£30,095	£32,020
SO 2	26	£30,984	£32,909
	27	£31,895	£33,820
	28	£32,798	£34,723
PO1	27	£31,895	£33,820
	28	£32,798	£34,723
	29	£33,486	£35,411
	30	£34,373	£36,294
PO2	29	£33,486	£35,411
	30	£34,373	£36,294
	31	£35,336	£37,261
	32	£36,371	£38,296

	33	£37,568	£39,493
	34	£38,553	£40,478
	35	£39,571	£41,496
PO4	35	£39,571	£41,496
	36	£40,578	£42,503
	37	£41,591	£43,516
	38	£42,614	£44,539
PO5	38	£42,614	£44,539
	39	£43,570	£45,495
	40	£44,624	£46,549
	41	£45,648	£47,573

PO6	40	£44,624	£46,549
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	41	£45,648	£47,573
	42	£46,662	£48,587
	43	£47,665	£49,590

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.