

PAY AND GRADING - NJC PAY SCALES 2024/25

Learning Academies Trust

With effect from 1st April 2024 (updated to reflect FLW £12 per hour.)



NJC GRADE	SCALE POINT	Salary 2024/25	Hourly rate
A	2	£23,150	£12.00
B	3	£23,150	£12.00
	4	£23,150	£12.00
C	5	£23,500	£12.18
	6	£23,893	£12.38
	7	£24,294	£12.59
D	8	£24,702	£12.80
	9	£25,119	£13.02
	11	£25,979	£13.47
	12	£26,421	£13.70
E	14	£27,334	£14.17
	15	£27,803	£14.41
	17	£28,770	£14.91
F	19	£29,777	£15.43
	20	£30,296	£15.70
	22	£31,364	£16.26
	23	£32,076	£16.63
G	24	£33,024	£17.12
	25	£33,945	£17.60
	26	£34,834	£18.06
H	27	£35,745	£18.53
	28	£36,648	£19.00
	29	£37,336	£19.35
H	30	£38,223	£19.81
	31	£39,186	£20.31
	32	£40,221	£20.85
	33	£41,418	£21.47
	34	£42,403	£21.98

I	35	£43,421	£22.51
	36	£44,428	£23.03
	37	£45,441	£23.55
	38	£46,464	£24.08
	39	£47,420	£24.58
	40	£48,474	£25.13
J	41	£49,498	£25.66
	42	£50,512	£26.18
	43	£51,515	£26.70
	44	£52,554	£27.24
	45	£53,610	£27.79
	46	£54,670	£28.34
K	47	£55,750	£28.90
	48	£56,816	£29.45
	49	£57,861	£29.99
	50	£59,025	£30.60
	51	£60,072	£31.14
L	52	£61,133	£31.69
	53	£62,182	£32.23
	54	£63,234	£32.78
	55	£64,278	£33.32
	56	£65,336	£33.87

Notes:

- SCP 10, 13, 16, 18 and 21 are not used by Learning Academies Trust as part of the 2019 assimilation process.
- From 1 April 2023, SCP 1 of the NJC Pay Scale has been permanently removed.
- Learning Academies Trust follows the principles of the Foundation/Real Living Wage (RLW).
- From 1 April 2024, the Foundation/Real Living Wage (RLW) is £12.00 per hour.