New NJC Pay Structure - April 2026

SCP	Per Annum	Per Hour	Current Grades	SCP
53	£70,297.00	£ 36.44	RG10	53
52	£68,656.00	£ 35.59		52
51	£67,015.00	£ 34.74		51
50	£65,567.00	£ 33.99		50
49	£64,119.00	£ 33.23		49
48	£62,671.00	£ 32.48	RG9	48
47	£61,223.00	£ 31.73		47
46	£59,778.00	£ 30.98		46
45	£58,602.00	£ 30.37	RG8	45
44	£57,453.00	£ 29.78		44
43	£56,293.00	£ 29.18		43
42	£55,224.00	£ 28.62		42
41	£54,143.00	£ 28.06		41
40	£53,051.00	£ 27.50		40
39	£51,928.00	£ 26.92	RG7	39
38	£50,908.00	£ 26.39		38
37	£49,817.00	£ 25.82		37
36	£48,738.00	£ 25.26		36
35	£47,665.00	£ 24.71		35
34	£46,579.00	£ 24.14		34
33	£45,529.00	£ 23.60	RG6	33
32	£44,253.00	£ 22.94		32
31	£43,149.00	£ 22.37		31
30	£42,123.00	£ 21.83		30
29	£41,177.00	£ 21.34		29
28	£40,444.00	£ 20.96	RG5	28
27	£39,481.00	£ 20.46		27
26	£38,510.00	£ 19.96		26
25	£37,563.00	£ 19.47		25
24	£36,581.00	£ 18.96		24
23	£35,570.00	£ 18.44		23
22	£34,811.00	£ 18.04	RG4	22
21		£ -		21
20	£33,673.00	£ 17.45		20
19	£33,119.00	£ 17.17		19
18		£ -		18
17	£32,046.00	£ 16.61		17
16		£ -		16
15	£31,015.00	£ 16.08		15
14	£30,515.00	£ 15.82		14
13		£ -		13
12	£29,542.00	£ 15.31		12
11	£29,071.00	£ 15.07	RG3	11
10		£ -		10
9	£28,153.00	£ 14.59		9
8	£27,709.00	£ 14.36		8
7	£27,274.00	£ 14.14		7
6	£26,847.00	£ 13.92		6
5	£26,427.00	£ 13.70		5
4	£26,016.00	£ 13.48	RG2	4
3	£25,949.00	£ 13.45	RG1	3
2	£25,949.00	£ 13.45		2

Real Living Wage Foundation rate

GENERAL PAY SCALE					SOCIAL WORKERS & OCCUPATIONAL THERAPISTS			
SCP	Per Annum	Per Hour	Current Grades		SCP	Current Grades		SCP
53	£ 70,297	£ 36.44		RG10	53		Service Manager = RGSW10	53
52	£ 68,656	£ 35.59			52			52
51	£ 67,015	£ 34.74			51			51
50	£ 65,567	£ 33.99			50			50
49	£ 64,119	£ 33.23			49			49
48	£ 62,671	£ 32.48	RG9		48	Team Manager = RGSW9		48
47	£ 61,223	£ 31.73			47			47
46	£ 59,778	£ 30.98			46			46
45	£ 58,602	£ 30.37		RG8	45			45
44	£ 57,453	£ 29.78			44			44
43	£ 56,293	£ 29.18			43			43
42	£ 55,224	£ 28.62			42		ATM = RGSW8	42
41	£ 54,143	£ 28.06			41			41
40	£ 53,051	£ 27.50			40			40
39	£ 51,928	£ 26.92	RG7		39	see note 1		39
38	£ 50,908	£ 26.39			38			38
37	£ 49,817	£ 25.82			37			37
36	£ 48,738	£ 25.26			36	Higher specialist SW / OT= RGSW7		36
35	£ 47,665	£ 24.71			35			35
34	£ 46,579	£ 24.14			34			34
33	£ 45,529	£ 23.60		RG6	33		see note 2	33
32	£ 44,253	£ 22.94			32			32
31	£ 43,149	£ 22.37			31		Experienced SW / OT = RGSW6	31
30	£ 42,123	£ 21.83			30			30
29	£ 41,177	£ 21.34			29			29
28	£ 40,444	£ 20.96	RG5		28	SW/OT=RGSW5b see note 3		28
27	£ 39,481	£ 20.46			27			27
26	£ 38,510	£ 19.96			26			26
25	£ 37,563	£ 19.47			25	SW/OT NQ=RGSW5a		25
24	£ 36,581	£ 18.96			24			24

Notes for SW & OT grades:

1. Only Children's Social Workers and OTs and Adults Approved Mental Health Practitioners can progress above the gateway in RGSW7
2. Only Children's Social Workers and OTs and Adults Supervising Social Workers and OTs can progress above the gateway in RGSW6
3. For Social Workers (not OTs) progression to RGSW5b can only be attained by passing the Assisted Year of Supported Employment