

Pay rates in local government

This page is only a guide to NJC pay rates (as from April 2018*), which are local government pay rates that are also extensively used in the voluntary and community sector.?

They result from negotiations between trade unions and Local Government Employers and apply in England, Northern Ireland and Wales. NJC rates are based on local government working hours of 37.5 per week.?

If you work in a public health role and are an employee of a local government, voluntary or community sector organisation, these pay rates may apply to you. It is important to note that the following is a guide only to NJC pay rates from April 2018. You should always check with the employer to confirm the pay rate for any post for which you are applying.

The rates indicated below are for illustrative purposes only, since the number of points in each scale is determined locally.

Please note that official NJC points stop at point 49 and the following is for guidance only based on typical locally determined pay points; however any NJC agreed increase is applied to local pay points.

There are many entirely local terms and conditions, including car allowances.

The roles mentioned against particular rates are examples only because salaries depend on local evaluation scores based on the precise duties.

*A new pay spine will be introduced from April 2019.

Scale 1

Point 6?????????? ?16,394

Point 7?????????? ?16,495

Point 8?????????? ?16,626

Point 9?????????? ?16,755

Point 10????????? ?16,863

Point 11????????? ?17,007

Scale 2

Point 11????????? ?17,007

Point 12????????? ?17,173

Point 13????????? ?17,391

Scale 3

Point 14????????? ?17,681

Point 15????????? ?17,972

Point 16????????? ?18,319

Point 17????????? ?18,672

Example roles: health trainer [1]

Scale 4

Point 18????????? ?18,870

Point 19????????? ?19,446

Point 20????????? ?19,819

Point 21????????? ?20,541

Example roles: health trainer [1]

Scale 5

Point 22????????? ?21,074

Point 23????????? ?21,693

Point 24????????? ?22,401

Point 25????????? ?23,111

Example roles: substance misuse worker [2]

Scale 6

Point 26????????? ?23,866

Point 27????????? ?24,657

Point 28????????? ?25,463

Example roles: substance misuse worker [2]; environmental health practitioner or officer [3]; health improvement practitioner [2]

Scale SO1

Point 29????????? ?26,470

Point 30????????? ?27,358

Point 31????????? ?28,221

Example roles: environmental health practitioner or officer [3]; health improvement practitioner [2]; school nurse [4]; teenage pregnancy coordinator [2]; public health nutritionist [2]

Scale SO2

Point 32???????? 29,055

Point 33???????? 29,909

Point 34???????? 30,756

Example roles: environmental health practitioner or officer [3]; health protection practitioner [2]; school nurse [4]; teenage pregnancy coordinator [2]; public health nutritionist [2]

Scale PO1

Point 33???????? 29,909

Point 34???????? 30,756

Point 35???????? 31,401

Point 36???????? 32,233

Example roles: environmental health practitioner or officer [3]; health protection practitioner [2]; school nurse [4]; public health nutritionist [2]; public health analyst [5]

Scale PO2

Point 35???????? 31,401

Point 36???????? 32,233

Point 37???????? 33,136

Point 38???????? 34,106

Example roles: environmental health practitioner or officer [3]; health protection practitioner [2]; school nurse [4]; public health analyst [5]; public health nurse [6]

Scale PO3

Point 38???????? 34,106

Point 39???????? 35,229

Point 40???????? 36,153

Point 41???????? 37,107

Example roles: senior environmental health officer [3]

Scale PO4

Point 41????????? ?37,107

Point 42????????? ?38,052

Point 43????????? ?39,002

Point 44????????? ?39,961

Scale PO5

Point 44????????? ?39,961

Point 45????????? ?40,858

Point 46????????? ?41,846

Point 47????????? ?42,806

Example roles: food and safety team leader [3]; health protection specialist [7]

Scale PO6

Point 46????????? ?41,846

Point 47????????? ?42,806

Point 48????????? ?43,757

Point 49????????? ?44,697

Please note: Official NJC points stop at point 49 and the following is for guidance only based on typical locally determined pay points; however any NJC agreed increase is applied to local pay points.

Scale PO7

Point 49????????? ?44,697

Point 50????????? ?45,652

Point 51????????? ?46,608

Point 52????????? ?47,578

Scale PO8

Point 52????????? ?47,578

Point 53????????? ?48,550

Point 54????????? ?49,575

Example roles: public health principal [7]; public health lead commissioner [7]; health improvement principal [7]

Scale PO9

Point 54????????? ?49,575

Point 55????????? ?50,617

Point 56????????? ?51,648

Point 57????????? ?52,674

Scale PO10

Point 57????????? ?52,674

Point 58????????? ?53,701

Point 59????????? ?54,725

Point 60????????? ?55,743

Scale PO11

Point 60????????? ?55,743

Point 61????????? ?56,768

Point 62????????? ?57,806

Point 63????????? ?58,844

Scale PO12

Point 62????????? ?57,806

Point 63????????? ?58,844

Point 64????????? ?59,859

Point 65????????? ?60,892

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This page has been developed in collaboration with the Local Government Association.

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Links

[1] <https://www.healthcareers.nhs.uk/explore-roles/public-health/health-trainer>

- [2] <https://www.healthcareers.nhs.uk/explore-roles/public-health/public-health-practitioner>
- [3] <https://www.healthcareers.nhs.uk/explore-roles/public-health/environmental-health-professional>
- [4] <https://www.healthcareers.nhs.uk/explore-roles/public-health/school-nurse>
- [5] <https://www.healthcareers.nhs.uk/explore-roles/public-health/public-health-knowledge-and-intelligence-professional>
- [6] <https://www.healthcareers.nhs.uk/explore-roles/public-health/public-health-nurse>
- [7] <https://www.healthcareers.nhs.uk/explore-roles/public-health/public-health-manager>
- [8] <http://www.local.gov.uk/>
- [9] <https://www.rsph.org.uk/>