

GCC & School Support Staff Grading Structure
("Green Book" Employees)

Grade	SCP	Salary	Apprenticeship Level 4 (80% of Salary)
	2	<i>Deleted wef 1 April 2026</i>	
Grade 1	3	£24,796	
Grade 2	4	£25,185	
Grade 3	5	£25,583	
	6	£25,989	
Grade 4	7	£26,403	
	8	£26,824	
	9	£27,254	
	10	£27,694	
Grade 5	11	£28,142	
	12	£28,598	
	13	£29,064	
	14	£29,540	
Grade 6	15	£30,024	£24,521**
	16	£30,518	£24,521**
	17	£31,022	£24,818
	18	£31,537	£25,230
	19	£32,061	£25,649
	20	£32,597	£26,077
Grade 7	21	£33,143	£26,514
	22	£33,699	£26,959
	23	£34,434	£27,547
	24	£35,412	£28,330
	25	£36,363	£29,090
Grade 8	26	£37,280	£29,824
	27	£38,220	£30,576
	28	£39,152	£31,322
	29	£39,862	£31,890
	30	£40,777	£32,622
Grade 9	31	£41,771	£33,417
	32	£42,839	£34,271
	33	£44,075	£35,260
	34	£45,091	£36,073
	35	£46,142	£36,913
	36	£47,181	£37,745
Grade 10	37	£48,226	£38,581
	38	£49,282	£39,426
	39	£50,269	£40,215
	40	£51,356	£41,085
Grade 11	41	£52,413	£41,931
	42	£53,460	£42,768
	43	£54,495	£43,596

These pay scales reflect the last negotiated pay award by the National Joint Council for Local Government Services covering 2025-26 and the NMW/NLW pay changes April 2025. Note: SCP 1 was removed from the pay spine with effect from 1 April 2023 & SCP 2 was removed from the pay spine with effect from 1 April 2026
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

Entry Level Apprentice Pay 2026/27	
Level 2 (Year 1)	£15,580
Level 2 (Year 2)	£20,932 (18-20 Year old rate)
(NMW*/NLW* or Y1 spot salary, whichever is higher)	£24,521 (21+ Year old rate)
Level 3 (Year 1)	£17,877
Level 3 (Year 2)	£20,932 (18-20 Year old rate)
(NMW*/NLW* or Y1 spot salary, whichever is higher)	£24,521 (21+ Year old rate)

*NMW (National Minimum Wage)
*NLW (National Living Wage)

** uplifted to NLW pending 2026 pay award agreement