

# Annex 1 - Lancashire Pay Spine

Grade 1 164 - 229 NJC points	SCP 1	£17,842	£1,487	£9.25	
	FOUNDATION LIVING WAGE (FLW) wef 01/04/2021	FLW	£18,329	£1,527	£9.50
Grade 3 255 - 299 NJC points	Grade 4 300 - 359 NJC points	SCP 3	£18,562	£1,547	£9.62
		SCP 4	£18,933	£1,578	£9.81
		SCP 5	£19,312	£1,609	£10.01
Grade 5 360 - 419 NJC points 158 - 186 Hay points		SCP 6	£19,698	£1,642	£10.21
		SCP 7	£20,092	£1,674	£10.41
		SCP 8	£20,493	£1,708	£10.62
		SCP 9	£20,903	£1,742	£10.83
		SCP 10	£21,322	£1,777	£11.05
		SCP 11	£21,748	£1,812	£11.27
		SCP 12	£22,183	£1,849	£11.50
	Grade 6 420 - 479 NJC points 187 - 222 Hay points	SCP 13	Currently Inactive		
		SCP 14	£23,080	£1,923	£11.96
		SCP 15	£23,541	£1,962	£12.20
		SCP 16	Currently Inactive		
		SCP 17	£24,491	£2,041	£12.69
		SCP 18	Currently Inactive		
Grade 7 480 - 539 NJC points 223 - 264 Hay points		SCP 19	£25,481	£2,123	£13.21
		SCP 20	£25,991	£2,166	£13.47
		SCP 21	Currently Inactive		
		SCP 22	£27,041	£2,253	£14.02
		SCP 23	£27,741	£2,312	£14.38
		SCP 24	£28,672	£2,389	£14.86
		SCP 25	£29,577	£2,465	£15.33
	Grade 8 540 - 599 NJC points 265 - 313 Hay points	SCP 26	£30,451	£2,538	£15.78
		SCP 27	£31,346	£2,612	£16.25
		SCP 28	£32,234	£2,686	£16.71
		SCP 29	£32,910	£2,743	£17.06
		SCP 30	£33,782	£2,815	£17.51
Grade 9 600 - 659 NJC points 314 - 373 Hay points		SCP 31	£34,728	£2,894	£18.00
		SCP 32	£35,745	£2,979	£18.53
		SCP 33	£36,922	£3,077	£19.14
		SCP 34	£37,890	£3,158	£19.64
		SCP 35	£38,890	£3,241	£20.16
	Grade 10 660 - 719 NJC points 374 - 443 Hay points	SCP 36	£39,880	£3,323	£20.67
		SCP 37	£40,876	£3,406	£21.19
		SCP 38	£41,881	£3,490	£21.71
		SCP 39	£42,821	£3,568	£22.20
		SCP 40	£43,857	£3,655	£22.73
Grade 11 720 - 779 NJC points 444 - 526 Hay points		SCP 41	£44,863	£3,739	£23.25
		SCP 42	£45,859	£3,822	£23.77
		SCP 43	£46,845	£3,904	£24.28
		SCP 44	£47,847	£3,987	£24.80
	Grade 12 780 - 849 NJC points 527 - 645 Hay points	SCP 45	£48,883	£4,074	£25.34
		SCP 46	£49,866	£4,156	£25.85
		SCP 47	£50,882	£4,240	£26.37
		SCP 48	£51,903	£4,325	£26.90
Currently Inactive		SCP 49	Currently Inactive		
		SCP 50	Currently Inactive		
		SCP 51	Currently Inactive		
Grade 13 850 - 909 NJC points 646 - 765 Hay points		SCP 52	£57,439	£4,787	£29.77
		SCP 53	£58,519	£4,877	£30.33
		SCP 54	£59,604	£4,967	£30.89
		SCP 55	£60,275	£5,023	£31.24
		SCP 56	£61,457	£5,121	£31.85
		SCP 57	£62,638	£5,220	£32.47
Currently Inactive		SCP 58	Currently Inactive		
		SCP 59	Currently Inactive		
		SCP 60	Currently Inactive		
	Grade 14 910 - 969 NJC points 766 - 909 Hay points	SCP 61	£67,722	£5,644	£35.10
		SCP 62	£69,024	£5,752	£35.78
		SCP 63	£70,321	£5,860	£36.45
		SCP 64	£71,375	£5,948	£37.00
		SCP 65	£72,810	£6,068	£37.74
		SCP 66	£74,238	£6,187	£38.48
Currently Inactive		SCP 67	Currently Inactive		
		SCP 68	Currently Inactive		
		SCP 69	Currently Inactive		
D1 910 - 1065 Hay points		SCP 70	£85,159	£7,097	£44.14
		SCP 71	£87,235	£7,270	£45.22
		SCP 72	£89,316	£7,443	£46.29
		SCP 73	£91,396	£7,616	£47.37
		SCP 74	£93,475	£7,790	£48.45
	D2 1066 - 1194 Hay points	SCP 75	£95,326	£7,944	£49.41
		SCP 76	£97,407	£8,117	£50.49
		SCP 77	£99,488	£8,291	£51.57
		SCP 78	£101,569	£8,464	£52.65
		SCP 79	£103,645	£8,637	£53.72
D3 1195 - 1339 Hay points		SCP 80	£114,504	£9,542	£59.35
		SCP 81	£117,230	£9,769	£60.76
		SCP 82	£119,955	£9,996	£62.18
		SCP 83	£122,681	£10,223	£63.59
		SCP 84	£125,408	£10,451	£65.00
	ED 1340 - 2060 Hay points	SCP 85	£129,643	£10,804	£67.20
		SCP 86	£132,459	£11,038	£68.66
		SCP 87	£135,270	£11,273	£70.11
		SCP 88	£138,084	£11,507	£71.57
		SCP 89	£140,894	£11,741	£73.03
CE		SCP 90	£216,826	£18,069	£112.39