

For illustration only

New JNCHES Employers' Offer Model

Note: this model does not illustrate the pay uplifts for HEIs where adjustments have been made to pay points to comply with the National Living Wage. The appendix to the offer letter includes this and is copied below.

SCP	2023-24 Payscale	August 2024 Uplift	August 2024 Salary	March 2025 Uplift	March 2025 Salary	% Uplift		
5	£ 20,880	£ 900.00	£ 21,780	£ 300.00	£ 22,080	5.7%	Scale points 5 to 22 receive a £1,200 uplift (>2.5%)	
6	£ 20,948	£ 900.00	£ 21,848	£ 300.00	£ 22,148	5.7%		
7	£ 21,254	£ 900.00	£ 22,154	£ 300.00	£ 22,454	5.6%		
8	£ 21,543	£ 900.00	£ 22,443	£ 300.00	£ 22,743	5.6%		
9	£ 21,828	£ 900.00	£ 22,728	£ 300.00	£ 23,028	5.5%		
10	£ 22,214	£ 900.00	£ 23,114	£ 300.00	£ 23,414	5.4%		
11	£ 22,681	£ 900.00	£ 23,581	£ 300.00	£ 23,881	5.3%		
12	£ 23,144	£ 900.00	£ 24,044	£ 300.00	£ 24,344	5.2%		
13	£ 23,700	£ 900.00	£ 24,600	£ 300.00	£ 24,900	5.1%		
14	£ 24,248	£ 900.00	£ 25,148	£ 300.00	£ 25,448	4.9%		
15	£ 24,533	£ 900.00	£ 25,433	£ 300.00	£ 25,733	4.9%		
16	£ 25,138	£ 900.00	£ 26,038	£ 300.00	£ 26,338	4.8%		
17	£ 25,742	£ 900.00	£ 26,642	£ 300.00	£ 26,942	4.7%		
18	£ 26,444	£ 900.00	£ 27,344	£ 300.00	£ 27,644	4.5%		
19	£ 27,181	£ 900.00	£ 28,081	£ 300.00	£ 28,381	4.4%		
20	£ 27,979	£ 900.00	£ 28,879	£ 300.00	£ 29,179	4.3%		
21	£ 28,759	£ 900.00	£ 29,659	£ 300.00	£ 29,959	4.2%		
22	£ 29,605	£ 900.00	£ 30,505	£ 300.00	£ 30,805	4.1%		
23	£ 30,487	£ 900.00	£ 31,387	£ 250.00	£ 31,637	3.8%		Scale points 23 to 37 receive an uplift of £1,150 (>2.5%).
24	£ 31,396	£ 900.00	£ 32,296	£ 250.00	£ 32,546	3.7%		
25	£ 32,332	£ 900.00	£ 33,232	£ 250.00	£ 33,482	3.6%		
26	£ 32,982	£ 900.00	£ 33,882	£ 250.00	£ 34,132	3.5%		
27	£ 33,966	£ 900.00	£ 34,866	£ 250.00	£ 35,116	3.4%		
28	£ 34,980	£ 900.00	£ 35,880	£ 250.00	£ 36,130	3.3%		
29	£ 36,024	£ 900.00	£ 36,924	£ 250.00	£ 37,174	3.2%		
30	£ 37,099	£ 900.00	£ 37,999	£ 250.00	£ 38,249	3.1%		
31	£ 38,205	£ 900.00	£ 39,105	£ 250.00	£ 39,355	3.0%		
32	£ 39,347	£ 900.00	£ 40,247	£ 250.00	£ 40,497	2.9%		
33	£ 40,521	£ 900.00	£ 41,421	£ 250.00	£ 41,671	2.8%		
34	£ 41,732	£ 900.00	£ 42,632	£ 250.00	£ 42,882	2.8%		
35	£ 42,978	£ 900.00	£ 43,878	£ 250.00	£ 44,128	2.7%		
36	£ 44,263	£ 900.00	£ 45,163	£ 250.00	£ 45,413	2.6%		
37	£ 45,585	£ 900.00	£ 46,485	£ 250.00	£ 46,735	2.52%		
38	£ 46,974	£ 900.00	£ 47,874	£ 274.35	£ 48,148	2.50%	2.50%	
Pay points 38 to 51 receive an uplift of 2.5%								

For illustration only

Appendix (from the offer letter)

National living wage - The pay offer is an uplift to the 2023-24 pay scale. Where adjustments have been made to comply with the current National Living Wage rate, from the 1 April 2024, the uplift will be applied on top of the hourly rate of pay of £11.44.

UCEA members ensure that all pay spine points meet National Living Wage (£11.44) by making local adjustments to JNCHES pay points where required. The length of the contractual working week defines the amount of the adjustment.

Example based on Scale Point 5

At the lower end of the pay spine the uplift is an initial £900 from 1 August 2024 followed by a further £300 uplift on 1 March 2025.

Example working week.	As at August 2023 Spine Point 5	With adjustment for NLW (April 2024) Spine Point 5	As at August 2024 Spine Point 5 (+£900 uplift)	As at March 2025 Spine Point 5 (+£300 uplift)
<i>36 hours</i>	<i>£20,880</i>	<i>£21,474</i>	<i>£22,374</i>	<i>£22,674</i>
<i>37.5 hours</i>	<i>£20,880</i>	<i>£22,369</i>	<i>£23,296</i>	<i>£23,569</i>