



NJC PAY AWARD

**FOR EDUCATION
WORKERS**

2025-2026

**VOLUNTARY GRAMMAR &
INTEGRATED SCHOOLS**

If you are employed in a Voluntary Grammar or an Integrated School which applies NJC pay rates and have any issues about the pay uplift – Please contact your Bursar and inform your UNISON branch.

SCP by Job Title

Job Title	New SCP
Catering Assistant	5-8
Cooks	11-14
Catering Manager	17-20
Lunchtime/Supervisory Assistant	5-8
Senior Supervisory Assistant	11-14
General Assistant 1	5-8
General Assistant 2	11-14
Classroom Assistant	5-8
SEN Classroom Assistant	11-14
Additional SEN Classroom Assistant	17-20
Behaviour Support Assistant	17-20
Nursery Assistant	5-8
Cleaners	5-8
Cleaning Supervisor	11-14
Building Supervisor	11-14
Building Supervisor with Supervision	17-20
School Crossing Patrol	5-8
Bus Escort	5-8
Bus Driver	11-14
Senior Bus Driver	17-20
Clerical Officer	5-8
Senior Clerical Officer	11-14
Executive Officer	17-20
Senior Executive Officer	23-26
Technician 1	5-8
Technician 2	11-14
Technician 3	17-20

* Information on higher SCP scales is available from UNISON on request.

Pay Award with effect from 01 April 2025

SCP (Following Pay & Grading Review 2024)	Salary w.e.f. 01.04.2024	Hourly Rate	Salary w.e.f. 01.04.2025	Hourly Rate
5	£24,790	13.2062	£25,583	13.6288
6	£25,183	13.4156	£25,989	13.8449
7	£25,584	13.6292	£26,403	14.0654
8	£25,992	13.8466	£26,824	14.2897
9	£26,409	14.0687	£27,254	14.5189
10	£26,835	14.2957	£27,694	14.7531
11	£27,269	14.5269	£28,142	14.9917
12	£27,711	14.7623	£28,598	15.2347
13	£28,163	15.0031	£29,064	15.4832
14	£28,624	15.2487	£29,540	15.7367
15	£29,093	15.4986	£30,024	15.9945
16	£29,572	15.7537	£30,518	16.2578
17	£30,060	16.0137	£31,022	16.5261
18	£30,559	16.2795	£31,537	16.8005
19	£31,067	16.5502	£32,061	17.0798
20	£31,586	16.8266	£32,597	17.3651
21	£32,115	17.1084	£33,143	17.6559
22	£32,654	17.3956	£33,699	17.9522
23	£33,366	17.7749	£34,434	18.3437
24	£34,314	18.2799	£35,412	18.8649
25	£35,235	18.7705	£36,363	19.3712
26	£36,124	19.2441	£37,280	19.8600
27	£37,035	19.7295	£38,220	20.3608
28	£37,938	20.2105	£39,152	20.8572
29	£38,626	20.5770	£39,862	21.2355
30	£39,513	21.0495	£40,777	21.7231

Leave Entitlement

Spinal Points/Range	Minimum Entitlement	After 5yrs Service
5-14	23 days	29 days
17-20	23 days	30 days
23-26	24 days	31 days

Payment to Building Supervisors for Electoral Duties

Boxes	Proposed Payment w.e.f 01.04.24	w.e.f 01.04.25
1-2 (9.25 hrs)	£141.71	£152.87
3-4 (12.45 hrs)	£190.81	£205.75
5 plus (13.30 hrs)	£203.84	£219.80

Call-out Payments for Maintenance Staff Employed in the Transport Service

With effect from 1 April 2025 £30.21 (4.5%)

First Aid Allowance

With effect 1 April 2025 £379 per annum (pro rota)

If you require any further information, get in touch with your local UNISON Branch.

If you don't know your Branch contact, please ring UNISON's Regional Office:

028 9027 0190 or search online: www.unison-ni.org.uk/branches

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