

JNCHES Full and Final Offer - May 2025

SCP	2024-2025 salary	% uplift	August 2025 Uplift	August 2025 salary	
5*	£22,080	1.4%	£309.12	£22,389.12	*Scale points 5 & 6 will be deleted by the end of the year
6*	£22,148	1.4%	£310.07	£22,458.07	
7	£22,254	1.4%	£311.56	£22,565.56	
8	£22,473	1.4%	£314.62	£22,787.62	
9	£23,028	1.4%	£322.39	£23,350.39	
10	£23,414	1.4%	£327.80	£23,741.80	
11	£23,881	1.4%	£334.33	£24,215.33	1.4%
12	£24,344	1.4%	£340.82	£24,684.82	
13	£24,900	1.4%	£348.60	£25,248.60	
14	£25,448	1.4%	£356.27	£25,804.27	
15	£25,733	1.4%	£360.26	£26,093.26	
16	£26,338	1.4%	£368.73	£26,706.73	
17	£26,942	1.4%	£377.19	£27,319.19	
18	£27,644	1.4%	£387.02	£28,031.02	
19	£28,381	1.4%	£397.33	£28,778.33	
20	£29,179	1.4%	£408.51	£29,587.51	
21	£29,959	1.4%	£419.43	£30,378.43	
22	£30,805	1.4%	£431.27	£31,236.27	
23	£31,637	1.4%	£442.92	£32,079.92	
24	£32,546	1.4%	£455.64	£33,001.64	
25	£33,482	1.4%	£468.75	£33,950.75	
26	£34,132	1.4%	£477.85	£34,609.85	
27	£35,116	1.4%	£491.62	£35,607.62	
28	£36,130	1.4%	£505.82	£36,635.82	
29	£37,174	1.4%	£520.44	£37,694.44	
30	£38,249	1.4%	£535.49	£38,784.49	
31	£39,355	1.4%	£550.97	£39,905.97	
32	£40,497	1.4%	£566.96	£41,063.96	
33	£41,671	1.4%	£583.39	£42,254.39	
34	£42,882	1.4%	£600.35	£43,482.35	
35	£44,128	1.4%	£617.79	£44,745.79	
36	£45,143	1.4%	£632.00	£45,775.00	
37	£46,735	1.4%	£654.29	£47,389.29	
38	£48,148	1.4%	£674.07	£48,822.07	
39	£49,559	1.4%	£693.83	£50,252.83	
40	£51,039	1.4%	£714.55	£51,753.55	
41	£52,565	1.4%	£735.91	£53,300.91	
42	£54,135	1.4%	£757.89	£54,892.89	
43	£55,755	1.4%	£780.57	£56,535.57	
44	£57,422	1.4%	£803.91	£58,225.91	
45	£59,138	1.4%	£827.93	£59,965.93	
46	£60,906	1.4%	£852.68	£61,758.68	
47	£62,728	1.4%	£878.19	£63,606.19	
48	£64,605	1.4%	£904.47	£65,509.47	
49	£66,537	1.4%	£931.52	£67,468.52	
50	£68,528	1.4%	£959.39	£69,487.39	
51	£70,578	1.4%	£988.09	£71,566.09	

The JNCHES pay offer includes the 1.4% uplift in addition to the adjustments made to comply with National Living Wage (NLW) rate of £12.21, as of 1 April 2025. The uplift figures for these are below, including any differences in full time hours worked per week (35-37 hours). (Further amendments may be required for April 2026 rates).

	Hours per week	National Living Wage rate (including annotation)	% Uplift	August 2025 Uplift	August 2025 salary
35	£22,283.31	1.4%	£311.97	£22,595.28	NLW Annotation
36	£22,919.98	1.4%	£320.88	£23,240.86	
36.5	£23,238.31	1.4%	£325.34	£23,563.65	
37	£23,556.64	1.4%	£329.79	£23,886.43	