

ANNEX D

HEARTS ACADEMY TRUST: SUPPORT STAFF				
NJC PAY SCALES 2020-21			HRLY rate	HRLY rate
	Point	£	Basic	Fringe
Band 1	1	17,842	9.25	9.57
	2	18,198	9.43	9.76
	3	18,562	9.62	9.95
Band 2	3	18,562	9.62	9.95
	4	18,933	9.81	10.14
mid	5	19,312	10.01	10.33
	6	19,698	10.21	10.53
Band 3	6	19,698	10.21	10.53
	7	20,092	10.41	10.74
	8	20,493	10.62	10.95
	9	20,903	10.83	11.16
	10	21,322	11.05	11.38
	11	21,748	11.27	11.60
mid	12	22,183	11.50	11.82
	13	22,627	11.73	12.05
	14	23,080	11.96	12.29
	15	23,541	12.20	12.53
	16	24,012	12.45	12.77
	17	24,491	12.69	13.02
	18	24,982	12.95	13.27
Band 4	19	25,481	13.21	13.53
	20	25,991	13.47	13.80
	21	26,511	13.74	14.07
	22	27,041	14.02	14.34
	23	27,741	14.38	14.70
	24	28,672	14.86	15.19
mid	25	29,577	15.33	15.66
	26	30,451	15.78	16.11
	27	31,346	16.25	16.57
	28	32,234	16.71	17.03
	29	32,910	17.06	17.38
Band 5	30	33,782	17.51	17.83
	31	34,728	18.00	18.32
	32	35,745	18.53	18.85
	33	36,922	19.14	19.46
	34	37,890	19.64	19.96
	35	38,890	20.16	20.48
	36	39,880	20.67	21.00
	37	40,876	21.19	21.51
Band 6	38	41,881	21.71	22.03
	39	42,821	22.20	22.52
	40	43,857	22.73	23.06
	41	44,863	23.25	23.58