SCC Pay and Grade Structure with Job Evaluation Score Ranges

Southampton grades are specific to the City Council and differ from national local government grades. The Council, by negotiation with the recognised trade unions, decides locally which points fall into which grade within the overall pay and grading structure.  
  
The grades of SCC posts are established using the National Joint Council (NJC) Job Evaluation Scheme scoring system.

|  |  |  |  |
| --- | --- | --- | --- |
| **Grade** | **JE Score** | | **Spinal Column Point Range\*** |
|  | **From** | **To** |  |
| 1 | 0 | 268 | 6-7 |
| 2 | 269 | 293 | 8-9 |
| 3 | 294 | 330 | 10-13 |
| 4 | 331 | 364 | 10-17 |
| 5 | 365 | 406 | 14-21 |
| 6 | 407 | 450 | 18-25 |
| 7 | 451 | 483 | 24-31 |
| 8 | 484 | 520 | 29-36 |
| 9 | 521 | 559 | 34-41 |
| 10 | 560 | 614 | 39-46 |
| 11 | 615 | 675 | 46-53 |
| 12 | 676 | 729 | 50-57 |
| 13 | 730 |  | 55-62 |
|  |  |  |  |

\* Each grade in the SCC Pay Scale has been reduced to a maximum of 8 spinal column points with effect from 1 June 2015. To reduce or eliminate grade overlap, one more point will be removed from the bottom of grades 5 to 13 and the same again in April 2016, to leave a maximum of 6 spinal column points in each grade.