

## Deletion of Spinal Column Point (SCP) 2

As part of the 2025/26 pay award, the NJC agreed that from **01 April 2026** Spinal Column Point (SCP) 2 will be permanently deleted from the NJC pay structure.

Over the past few months Shropshire Council HR and Finance have been working through options to implement the change.

Following discussion with Trade Unions in December 2025 and January 2026 the new grade structure set out below was confirmed and will commence from 1 April 2026.

This has been confirmed to Schools Finance Team and will be built into budgets from April 2026.

Payroll will enact this change in the ERP and so there is no action from schools required.

We will update the support staff pay scales formally and job descriptions within the Career Pathway and publish just prior to the Easter Break. Please ensure that affected staff on grades 1 to 5 are made aware of this change in case they have any payslip queries in April. Please also ensure you reflect this change when recruiting to affected positions to commence after 1 April 2026. Please note the salaries below will be subject to change once the NJC pay award is confirmed.

Please contact your HR Advisor with any queries.

Agreement						
Current SCP				New SCP from 01 April 2026		
Grade	SCP	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	SCP
Grade 1	2	24,413	£12.65	24,796	£12.85	3
Grade 2	3	24,796	£12.85	25,185	£13.05	4
Grade 3	4	25,185	£13.05	25,583	£13.26	5
Grade 4	5	25,583	£13.26	25,989	£13.47	6
Grade 5	6	25,989	£13.47	26,403	£13.69	7
	7	26,403	£13.69			
No change from here						
Grade 6	8	26,824	£13.90	26,824	£13.90	8
	9	27,254	£14.13	27,254	£14.13	9
	10	27,694	£14.35	27,694	£14.35	10
	11	28,142	£14.59	28,142	£14.59	11