	1 April 2024		1 April 2025		National Joint Council for Local Government Services Pay Scale ranges
SCP	£ per annum	* £ per hour	£ per annum	* £ per hour	Based on SCP
					WTC staff in grades 2-6
2	£23,656	£12.26	£24,413	£12.65	Below LC Scale (for staff other than clerks)
3	£24,027	£12.45	£24,796	£12.85	Below LC Scale (for staff other than clerks)
4	£24,404	£12.65	£25,185	£13.05	Below LC Scale (for staff other than clerks)
5	£24,790	£12.85	£25,583	£13.26	LC1 (below substantive range)
6	£25,183	£13.05	£25,989	£13.47	LC1 (below substantive range)
					WTC staff in grades 7-12
7	£25,584	£13.26	£26,403	£13.69	LC1 (substantive benchmark range)
8	£25,992	£13.47	£26,824	£13.90	LC1 (substantive benchmark range)
9	£26,409	£13.69	£27,254	£14.13	LC1 (substantive benchmark range)
10	£26,835	£13.91	£27,694	£14.35	LC1 (substantive benchmark range)
11	£27,269	£14.13	£28,142	£14.59	LC1 (substantive benchmark range)
12	£27,711	£14.36	£28,598	£14.82	LC1 (substantive benchmark range)
					WTC staff in grades 13-17
13	£28,163	£14.60	£29,064	£15.06	LC1 (above substantive range)
14	£28,624	£14.84	£29,540	£15.31	LC1 (above substantive range)
15	£29,093	£15.08	£30,024	£15.56	LC1 (above substantive range)
16	£29,572	£15.33	£30,518	£15.82	LC1 (above substantive range)
17	£30,060	£15.58	£31,022	£16.08	LC1 (above substantive range)
					WTC staff in grades 18-23
18	£30,559	£15.84	£31,537	£16.35	LC2 (below substantive range)
19	£31,067	£16.10	£32,061	£16.62	LC2 (below substantive range)
20	£31,586	£16.37	£32,597	£16.90	LC2 (below substantive range)
21	£32,115	£16.65	£33,143	£17.18	LC2 (below substantive range)

22	£32,654	£16.93	£33,699	£17.47	LC2 (below substantive range)
23	£33,366	£17.29	£34,434	£17.85	LC2 (below substantive range)
					WTC staff in grades 24-28
24	£34,314	£17.79	£35,412	£18.35	LC2 (substantive benchmark range)
25	£35,235	£18.26	£36,363	£18.85	LC2 (substantive benchmark range)
26	£36,124	£18.72	£37,280	£19.32	LC2 (substantive benchmark range)
27	£37,035	£19.20	£38,220	£19.81	LC2 (substantive benchmark range)
28	£37,938	£19.66	£39,152	£20.29	LC2 (substantive benchmark range)
					WTC staff in grades 29-32
29	£38,626	£20.02	£39,862	£20.66	LC2 (above substantive benchmark range)
30	£39,513	£20.48	£40,777	£21.14	LC2 (above substantive benchmark range)
31	£40,476	£20.98	£41,771	£21.65	LC2 (above substantive benchmark range)
32	£41,511	£21.52	£42,839	£22.20	LC2 (above substantive benchmark range)
					WTC staff in grades 33-36
33	£42,708	£22.14	£44,075	£22.85	LC3 (below substantive range)
34	£43,693	£22.65	£45,091	£23.37	LC3 (below substantive range)
35	£44,711	£23.17	£46,142	£23.92	LC3 (below substantive range)
36	£45,718	£23.70	£47,181	£24.46	LC3 (below substantive range)
					WTC staff in grades 37-41
37	£46,731	£24.22	£48,226	£25.00	LC3 (substantive benchmark range)
38	£47,754	£24.75	£49,282	£25.54	LC3 (substantive benchmark range)
39	£48,710	£25.25	£50,269	£26.06	LC3 (substantive benchmark range)
40	£49,764	£25.79	£51,356	£26.62	LC3 (substantive benchmark range)
41	£50,788	£26.32	£52,413	£27.17	LC3 (substantive benchmark range)
					WTC staff in grades 42-45
42	£51,802	£26.85	£53,460	£27.71	LC3 (above substantive benchmark range)
43	£52,805	£27.37	£54,495	£28.25	LC3 (above substantive benchmark range)
44	£54,071	£28.03	£55,801	£28.92	LC3 (above substantive benchmark range)

### WTC staff in grades 46-49 ### WTC staff in grades 46-49 ### E56,708 £29.39 £58,523 £30.33 LC4 (below substantive range) ### E58,064 £30.10 £59,922 £31.06 LC4 (below substantive range) ### £59,300 £30.74 £61,198 £31.72 LC4 (below substantive range) ### £60,903 £31.57 £62,852 £32.58 LC4 (below substantive range) ### WTC staff in grades 50-54 ### WTC staff in grades 50-54 ### E63,881 £33.11 £65,925 £34.17 LC4 (substantive benchmark range) ### £63,881 £33.11 £65,925 £34.17 LC4 (substantive benchmark range) ### £68,000 £35.25 £70,176 £36.37 LC4 (substantive benchmark range) ### £70,065 £36.32 £72,307 £37.48 LC4 (substantive benchmark range) ### WTC staff in grades 55-61 ### WTC staff in grades 55-61 ### LC4 (above substantive benchmark range) ### WTC staff in grades 55-61 ### LC4 (above substantive benchmark range)						
46 £56,708 £29.39 £58,523 £30.33 LC4 (below substantive range) 47 £58,064 £30.10 £59,922 £31.06 LC4 (below substantive range) 48 £59,300 £30.74 £61,198 £31.72 LC4 (below substantive range) 49 £60,903 £31.57 £62,852 £32.58 LC4 (below substantive range) 40 £62,377 £32.33 £64,373 £33.37 LC4 (substantive benchmark range) 51 £63,881 £33.11 £65,925 £34.17 LC4 (substantive benchmark range) 52 £65,943 £34.18 £68,053 £35.27 LC4 (substantive benchmark range) 53 £68,000 £35.25 £70,176 £36.37 LC4 (substantive benchmark range) 54 £70,065 £36.32 £72,307 £37.48 LC4 (substantive benchmark range) 55 £72,145 £37.39 £74,454 £38.59 LC4 (above substantive benchmark range) 56 £74,198 £38.46 £76,572 £39.69 LC4 (above substantive benchmark range) 57 £76,277 £39.54 £78,718 £40.80 LC4 (above substantive benchmark range) 58 £78,315 £40.59 £80,821 £41.89 LC4 (above substantive benchmark range) 59 £80,247 £41.59 £82,815 £42.93 LC4 (above substantive benchmark range) 60 £82,221 £42.62 £84,852 £43.98 LC4 (above substantive benchmark range)	45	£55,367	£28.70	£57,139	£29.62	LC3 (above substantive benchmark range)
### ### ##############################						WTC staff in grades 46-49
48 £59,300 £30.74 £61,198 £31.72 LC4 (below substantive range) 49 £60,903 £31.57 £62,852 £32.58 LC4 (below substantive range) WTC staff in grades 50-54 50 £62,377 £32.33 £64,373 £33.37 LC4 (substantive benchmark range) 51 £63,881 £33.11 £65,925 £34.17 LC4 (substantive benchmark range) 52 £65,943 £34.18 £68,053 £35.27 LC4 (substantive benchmark range) 53 £68,000 £35.25 £70,176 £36.37 LC4 (substantive benchmark range) 54 £70,065 £36.32 £72,307 £37.48 LC4 (substantive benchmark range) WTC staff in grades 55-61 55 £72,145 £37.39 £74,454 £38.59 LC4 (above substantive benchmark range) 56 £74,198 £38.46 £76,572 £39.69 LC4 (above substantive benchmark range) 57 £76,277 £39.54 £78,718 £40.80 LC4 (above substantive benchmark range) 58 £78,315 £40.59 £80,821 £41.89 LC4 (above substantive benchmark range) 59 £80,247 £41.59 £82,815 £42.93 LC4 (above substantive benchmark range)	46	£56,708	£29.39	£58,523	£30.33	LC4 (below substantive range)
49 £60,903 £31.57 £62,852 £32.58 LC4 (below substantive range) WTC staff in grades 50-54 50 £62,377 £32.33 £64,373 £33.37 LC4 (substantive benchmark range) 51 £63,881 £33.11 £65,925 £34.17 LC4 (substantive benchmark range) 52 £65,943 £34.18 £68,053 £35.27 LC4 (substantive benchmark range) 53 £68,000 £35.25 £70,176 £36.37 LC4 (substantive benchmark range) 54 £70,065 £36.32 £72,307 £37.48 LC4 (substantive benchmark range) WTC staff in grades 55-61 55 £72,145 £37.39 £74,454 £38.59 LC4 (above substantive benchmark range) 56 £74,198 £38.46 £76,572 £39.69 LC4 (above substantive benchmark range) 57 £76,277 £39.54 £78,718 £40.80 LC4 (above substantive benchmark range) 58 £78,315 £40.59 £80,821 £41.89 LC4 (above substantive benchmark range) 59 £80,247 £41.59 £82,815 £42.93 LC4 (above substantive benchmark range) 60 £82,221 £42.62 £84,852 £43.98 LC4 (above substantive benchmark range)	47	£58,064	£30.10	£59,922	£31.06	LC4 (below substantive range)
WTC staff in grades 50-54 50 £62,377£32.33 £64,373 £33.37 LC4 (substantive benchmark range) 51 £63,881£33.11 £65,925 £34.17 LC4 (substantive benchmark range) 52 £65,943£34.18 £68,053 £35.27 LC4 (substantive benchmark range) 53 £68,000£35.25 £70,176 £36.37 LC4 (substantive benchmark range) 54 £70,065£36.32 £72,307 £37.48 LC4 (substantive benchmark range) WTC staff in grades 55-61 55 £72,145£37.39 £74,454 £38.59 LC4 (above substantive benchmark range) 56 £74,198£38.46 £76,572 £39.69 LC4 (above substantive benchmark range) 57 £76,277£39.54 £78,718 £40.80 LC4 (above substantive benchmark range) 58 £78,315£40.59 £80,821 £41.89 LC4 (above substantive benchmark range) 59 £80,247£41.59 £82,815 £42.93 LC4 (above substantive benchmark range) 60 £82,221£42.62 £84,852 £43.98 LC4 (above substantive benchmark range)	48	£59,300	£30.74	£61,198	£31.72	LC4 (below substantive range)
50 £62,377 £32.33 £64,373 £33.37 LC4 (substantive benchmark range) 51 £63,881 £33.11 £65,925 £34.17 LC4 (substantive benchmark range) 52 £65,943 £34.18 £68,053 £35.27 LC4 (substantive benchmark range) 53 £68,000 £35.25 £70,176 £36.37 LC4 (substantive benchmark range) 54 £70,065 £36.32 £72,307 £37.48 LC4 (substantive benchmark range) WTC staff in grades 55-61 55 £72,145 £37.39 £74,454 £38.59 LC4 (above substantive benchmark range) 56 £74,198 £38.46 £76,572 £39.69 LC4 (above substantive benchmark range) 57 £76,277 £39.54 £78,718 £40.80 LC4 (above substantive benchmark range) 58 £78,315 £40.59 £80,821 £41.89 LC4 (above substantive benchmark range) 59 £80,247 £41.59 £82,815 £42.93 LC4 (above substantive benchmark range) 60 £82,221 £42.62 £84,852 £43.98 LC4 (above substantive benchmark range)	49	£60,903	£31.57	£62,852	£32.58	LC4 (below substantive range)
\$1 \times 63,881 \times 33.11 \times 65,925 \times 34.17 \times LC4 (substantive benchmark range)\$ \$2 \times 65,943 \times 34.18 \times 68,053 \times 35.27 \times LC4 (substantive benchmark range)\$ \$3 \times 68,000 \times 35.25 \times 70,176 \times 36.37 \times LC4 (substantive benchmark range)\$ \$4 \times 70,065 \times 36.32 \times 72,307 \times 37.48 \times LC4 (substantive benchmark range)\$ \$4 \times 70,065 \times 36.32 \times 72,307 \times 37.48 \times LC4 (substantive benchmark range)\$ \$5 \times 272,145 \times 37.39 \times 274,454 \times 238.59 \times LC4 (above substantive benchmark range)\$ \$5 \times 274,198 \times 38.46 \times 276,572 \times 239.69 \times LC4 (above substantive benchmark range)\$ \$5 \times 276,277 \times 39.54 \times 278,718 \times 40.80 \times LC4 (above substantive benchmark range)\$ \$5 \times 278,315 \times 40.59 \times 280,821 \times 41.89 \times LC4 (above substantive benchmark range)\$ \$5 \times 280,247 \times 41.59 \times 282,815 \times 42.93 \times LC4 (above substantive benchmark range)\$ \$5 \times 282,221 \times 42.62 \times 284,852 \times 243.98 \times LC4 (above substantive benchmark range)\$ \$5 \times 282,221 \times 42.62 \times 284,852 \times 243.98 \times LC4 (above substantive benchmark range)\$						WTC staff in grades 50-54
\$\frac{\pmatrix}{\pmatrix} \frac{\pmatrix}{\pmatrix} \frac{\pmatrix}{\	50	£62,377	£32.33	£64,373	£33.37	LC4 (substantive benchmark range)
\$\frac{\pmatrix}{\pmatrix} \frac{\pmatrix}{\pmatrix} \frac{\pmatrix}{\	51	£63,881	£33.11	£65,925	£34.17	LC4 (substantive benchmark range)
\$\frac{\pmatrix}{54} \frac{\pmatrix}{\pmatrix} 270,065\frac{\pmatrix}{\pmatrix} 236.32 \frac{\pmatrix}{\pmatrix} 272,307 \frac{\pmatrix}{\pmatrix} 237.48 \text{LC4 (substantive benchmark range)} \text{WTC staff in grades 55-61} \text{LC4 (above substantive benchmark range} \text{E} 272,145\frac{\pmatrix}{\pmatrix} 237.39 \frac{\pmatrix}{\pmatrix} 24,454 \frac{\pmatrix}{\pmatrix} 238.59 \text{LC4 (above substantive benchmark range} \text{E} 274,198\frac{\pmatrix}{\pmatrix} 238.46 \frac{\pmatrix}{\pmatrix} 26,572 \frac{\pmatrix}{\pmatrix} 239.69 \text{LC4 (above substantive benchmark range} \text{E} 276,277\frac{\pmatrix}{\pmatrix} 239.54 \pmatrix 278,718 \frac{\pmatrix}{\pmatrix} 40.80 \text{LC4 (above substantive benchmark range} \text{E} 280,247\frac{\pmatrix}{\pmatrix} 41.59 \frac{\pmatrix}{\pmatrix} 242.93 \text{LC4 (above substantive benchmark range} \text{E} 282,221\frac{\pmatrix}{\pmatrix} 242.62 \frac{\pmatrix}{\pmatrix} 243.98 \text{LC4 (above substantive benchmark range} \text{LC4 (above substantive benchmark range} \text{LC4 (above substantive benchmark range} \text{E} 282,221\frac{\pmatrix}{\pmatrix} 242.62 \frac{\pmatrix}{\pmatrix} 243.98 \text{LC4 (above substantive benchmark range} \text{E} 242.62 \frac{\pmatrix}{\pmatrix} 243.98 \q	52	£65,943	£34.18	£68,053	£35.27	LC4 (substantive benchmark range)
WTC staff in grades 55-61 55 £72,145£37.39 £74,454 £38.59 LC4 (above substantive benchmark range 56 £74,198£38.46 £76,572 £39.69 LC4 (above substantive benchmark range 57 £76,277£39.54 £78,718 £40.80 LC4 (above substantive benchmark range 58 £78,315£40.59 £80,821 £41.89 LC4 (above substantive benchmark range 59 £80,247£41.59 £82,815 £42.93 LC4 (above substantive benchmark range 60 £82,221£42.62 £84,852 £43.98 LC4 (above substantive benchmark range	53	£68,000	£35.25	£70,176	£36.37	LC4 (substantive benchmark range)
\$55 \(\xi 72,145\xi 237.39\) \(\xi 74,454\) \(\xi 38.59\) \(\LC4\) (above substantive benchmark range \$56 \(\xi 74,198\xi 38.46\) \(\xi 76,572\) \(\xi 39.69\) \(\LC4\) (above substantive benchmark range \$57 \(\xi 76,277\xi 39.54\) \(\xi 78,718\) \(\xi 40.80\) \(\LC4\) (above substantive benchmark range \$58 \(\xi 78,315\xi 40.59\) \(\xi 80,821\) \(\xi 41.89\) \(\LC4\) (above substantive benchmark range \$59 \(\xi 80,247\xi 41.59\) \(\xi 82,815\) \(\xi 42.93\) \(\LC4\) (above substantive benchmark range \$60 \(\xi 82,221\xi 42.62\) \(\xi 84,852\) \(\xi 43.98\) \(\LC4\) (above substantive benchmark range \$60 \(\xi 82,221\xi 42.62\) \(\xi 84,852\) \(\xi 43.98\) \(\xi 43.98\) \(\xi 44.89\) \(\x	54	£70,065	£36.32	£72,307	£37.48	LC4 (substantive benchmark range)
56 £74,198£38.46 £76,572 £39.69 LC4 (above substantive benchmark range 57 £76,277£39.54 £78,718 £40.80 LC4 (above substantive benchmark range 58 £78,315£40.59 £80,821 £41.89 LC4 (above substantive benchmark range 59 £80,247£41.59 £82,815 £42.93 LC4 (above substantive benchmark range 60 £82,221£42.62 £84,852 £43.98 LC4 (above substantive benchmark range						WTC staff in grades 55-61
57 £76,277£39.54 £78,718 £40.80 LC4 (above substantive benchmark range 58 £78,315£40.59 £80,821 £41.89 LC4 (above substantive benchmark range 59 £80,247£41.59 £82,815 £42.93 LC4 (above substantive benchmark range 60 £82,221£42.62 £84,852 £43.98 LC4 (above substantive benchmark range	55	£72,145	£37.39	£74,454	£38.59	LC4 (above substantive benchmark range)
\$\frac{1}{58}\$ \frac{1}{278},315\frac{1}{240}.59\frac{1}{280},821\$ \frac{1}{241}.89 \text{LC4 (above substantive benchmark range)}\$\$ \$59\$ \frac{1}{280},247\frac{1}{241}.59\frac{1}{282},815\$ \frac{1}{242}.93 \text{LC4 (above substantive benchmark range)}\$\$ \$60\$ \frac{1}{282},221\frac{1}{242}.62\frac{1}{284},852\$ \frac{1}{243}.98 \text{LC4 (above substantive benchmark range)}\$\$	56	£74,198	£38.46	£76,572	£39.69	LC4 (above substantive benchmark range)
59 £80,247£41.59 £82,815 £42.93 LC4 (above substantive benchmark range 60 £82,221£42.62 £84,852 £43.98 LC4 (above substantive benchmark range	57	£76,277	£39.54	£78,718	£40.80	LC4 (above substantive benchmark range)
60 £82,221£42.62 £84,852 £43.98 LC4 (above substantive benchmark range	58	£78,315	£40.59	£80,821	£41.89	LC4 (above substantive benchmark range)
	59	£80,247	£41.59	£82,815	£42.93	LC4 (above substantive benchmark range)
61 £84,243£43.67 £86,939 £45.06 LC4 (above substantive benchmark range	60	£82,221	£42.62	£84,852	£43.98	LC4 (above substantive benchmark range)
	61	£84,243	£43.67	£86,939	£45.06	LC4 (above substantive benchmark range)

The Witham Town Clerk is the only member of staff appointed at a salary level above the £50,000 reporting range, currently within SCP 51-53.

The pay multiple at 01/04/25 is 2.32 (ratio between the highest paid taxable earnings figure and the median earnings figure of the whole of the authority's workforce).