



REQUEST | 17161

1. Do you follow the NJC pay spine? YES/NO
2. Do you follow NJC pay awards? YES/NO
3. Please provide the pay and grading structure used by your authority for NJC workers, including any local extension of the pay spine.
4. If you don't follow NJC pay please provide the pay and grading structure used by your authority
5. Please provide the basic pay and gender distribution of NJC workers employed by your local authority for each pay point you use, including any local extension of the pay spine, as in the template below: Please do not include school support staff.
6. If you don't follow NJC pay please provide this information for your workforce excluding school support staff.  
**Please use the Excel template attached to the email when responding to this question.**
7. Has your authority adopted/followed the Living Wage rate as set by the Living Wage Foundation? YES/NO  
**If YES go to Q8, if NO go to Q11**
8. Which Foundation Living Wage rate have you adopted?
  - London - £13.15/hour
  - Outside London - £12.00/hour
  - Other (please specify rate) £
9. How are you implementing the Foundation Living Wage rate?
  - As a supplement
  - Integrated into your grading structure
  - Other (please specify)
10. Are you an accredited Living Wage Foundation employer? YES/NO
11. If you have not implemented the Foundation Living Wage, are you committed to doing so in the future? YES/NO
12. If yes to Q11, when do you propose to implement it? (enter date) \_\_\_\_\_
13. What is your percentage gender pay gap?
  - a. Mean
  - b. Median

14. What is your percentage ethnicity pay gap?

- a. Mean
- b. Median

**RESPONSE**

- 1. Yes
- 2. Yes
- 3. Please see Wigan Council Pay Structure April 2023/24 below.
- 4. N/A

5.

Grade	Female	Male	Grand Total
1	29	32	61
2	30	4	34
3	210	40	250
4	33	26	59
5	205	147	352
6	113	33	146
7	125	34	159
8	552	268	820
9	65	29	94
10		1	1
11	82	24	106
12	42	28	70
14	304	139	443
15	79	28	107
17	103	25	128
19	79	26	105
20	364	162	526
22	41	23	64
23	47	15	62
24	51	29	80
25	153	67	220
26	32	13	45
27	41	20	61
28	30	14	44
29	48	18	66
30	185	60	245
31	37	8	45
32	32	7	39
33	32	3	35
34	189	43	232
35	26	12	38
36	33	11	44

37	25	10	35
38	89	34	123
39	11	1	12
40	8	2	10
41	6	2	8
42	49	27	76
43	20	6	26
44	20	8	28
45	65	30	95
46	1	1	2
47	2	1	3
48	12	4	16
49	4		4
50	4	3	7
51	17	13	30
59	28	16	44
69		1	1
72	1		1
74	1		1
84	1		1
AD01		2	2
AD02	3	2	5
AD03	3	2	5
AD04	4	2	6
Chief Executive	1		1
D01	4		4
D02	1	2	3
D03	1	2	3

6. N/A

7. Yes

8. £12.00

9. Element

10. No

11. N/A

12. N/A

13. A. -2.09% as at 31/03/2024  
B. -3.22% as at 31/03/2024

14. A. 0.07% as at 31/03/2024  
B. 0.19% as at 31/03/2024

Wigan Council Pay Structure April 2023/24

New Scale				New Scale			
SCP	Annual Salary	Monthly Salary	Hourly Rate	SCP	Annual Salary	Monthly Salary	Hourly Rate
<b>G1</b>				<b>G9</b>			
2	22,366	1,863.83	11.5929	29	37,336	3,111.33	19.3522
				30	38,223	3,185.25	19.8119
<b>G2</b>				<b>G10</b>			
2	22,366	1,863.83	11.5929	31	39,186	3,265.50	20.3111
3	22,737	1,894.75	11.7852	32	40,221	3,351.75	20.8476
				33	41,418	3,451.50	21.4680
				34	42,403	3,533.58	21.9785
<b>G3</b>				<b>G11</b>			
3	22,737	1,894.75	11.7852	34	42,403	3,533.58	21.9785
4	23,114	1,926.17	11.9806	35	43,421	3,618.42	22.5062
5	23,500	1,958.33	12.1806	36	44,428	3,702.33	23.0281
				37	45,441	3,786.75	23.5532
<b>G4</b>				<b>G12</b>			
5	23,500	1,958.33	12.1806	38	46,464	3,872.00	24.0835
6	23,893	1,991.08	12.3843	39	47,420	3,951.67	24.5790
7	24,294	2,024.50	12.5922	40	48,474	4,039.50	25.1253
8	24,702	2,058.50	12.8037	41	49,498	4,124.83	25.6561
				42	50,512	4,209.33	26.1816
<b>G5</b>				<b>G13</b>			
8	24,702	2,058.50	12.8037	42	50,512	4,209.33	26.1816
9	25,119	2,093.25	13.0198	43	51,515	4,292.92	26.7015
10	NOT IN USE			44	52,877	4,406.42	27.4075
11	25,979	2,164.92	13.4656	45	54,243	4,520.25	28.1155
12	26,421	2,201.75	13.6947				
13	NOT IN USE			<b>G14</b>			
14	27,334	2,277.83	14.1679	48	58,344	4,862.00	30.2412
				49	59,705	4,975.42	30.9466
<b>G6</b>				<b>G15</b>			
14	27,334	2,277.83	14.1679	52**	63,040	5,253.33	32.6752
15	27,803	2,316.92	14.4110	53**	63,649	5,304.08	32.9909
16	NOT IN USE			54**	64,265	5,355.42	33.3102
17	28,770	2,397.50	14.9122	55**	64,888	5,407.33	33.6331
18	NOT IN USE						
19	29,777	2,481.42	15.4342	<b>G16</b>			
20	30,296	2,524.67	15.7032	56**	66,146	5,512.17	34.2851
				57**	67,429	5,619.08	34.9501
<b>G7</b>				<b>Extended Wigan range</b>			
20	30,296	2,524.67	15.7032	<b>Proposed Extension</b>			
21	NOT IN USE						
22	31,364	2,613.67	16.2567				
23	32,076	2,673.00	16.6258				
24	33,024	2,752.00	17.1172				
25	33,945	2,828.75	17.5945				
<b>G8</b>							
25	33,945	2,828.75	17.5945				
26	34,834	2,902.83	18.0553				
27	35,745	2,978.75	18.5275				
28	36,648	3,054.00	18.9956				
29	37,336	3,111.33	19.3522				
30	38,223	3,185.25	19.8119				
				59	70,072	5,839.33	36.3201

Real Living Wage Supplement will be increased to £10.90 from 1 April 2023  
 01/04/2023, an increase of £1925 on all NJC pay points 2 - 43 and 3.88% on points 44 - 59 and all allowances.

Wef 1/4/23 standby allow increased to £32.80 per 12 hour shift, £2.73 per hour, paid Oct 23 backdated to 1 April 23

Wef 1/4/23 Sleep Rate will be £5.10 per hour