

**New JNCHES PAY INCREASES (ACTUAL Pay)**

**Salary if RPI Inflation had been applied since 2019  
(i.e. Notional salary to maintain 2019 salary value)**

SPINE POINT	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	Real terms Pay Cut in 2022-23 relative to 2019-20	% Cut Salary in Real Terms since 2019 to 2022-23 Salary
	Actual Salary from August 2019	Actual Salary from August 2020	Actual Salary from August 2021	Actual Salary from August 2022	Actual Salary from August 23	Salary from August 2019 BASE	Index linked Salary from August 2020	Index linked Salary from August 2021	Index linked Salary from August 2022	Index Linked Salary from August 2023		
20	25,217	25,217	25,627	26,396	27,979	25,217	25,355	26,574	29,842	32,556.5	3,446.0	13.1%
21	25,941	25,941	26,341	27,131	28,759	25,941	26,083	27,337	30,699	33,491.2	3,567.8	13.2%
22	26,715	26,715	27,116	27,929	29,605	26,715	26,862	28,153	31,615	34,490.5	3,685.7	13.2%
23	27,511	27,511	27,924	28,762	30,487	27,511	27,662	28,992	32,557	35,518.1	3,794.7	13.2%
24	28,331	28,331	28,756	29,619	31,396	28,331	28,486	29,856	33,527	36,576.8	3,908.1	13.2%
25	29,176	29,176	29,614	30,502	32,332	29,176	29,336	30,746	34,527	37,667.7	4,025.1	13.2%
26	30,046	30,046	30,497	31,411	32,892	30,046	30,211	31,663	35,557	38,791.0	4,145.7	13.2%
27	30,942	30,942	31,406	32,348	33,966	30,942	31,112	32,607	36,617	39,947.7	4,269.0	13.2%
28	31,865	31,865	32,344	33,314	34,980	31,865	32,040	33,580	37,709	41,139.4	4,395.3	13.2%
29	32,816	32,816	33,309	34,308	36,024	32,816	32,996	34,582	38,835	42,367.2	4,526.7	13.2%
30	33,797	33,797	34,304	35,333	37,099	33,797	33,982	35,616	39,996	43,633.7	4,662.6	13.2%
31	34,804	34,804	35,326	36,386	38,205	34,804	34,995	36,677	41,187	44,933.8	4,801.3	13.2%
32	35,845	35,845	36,382	37,474	39,347	35,845	36,042	37,774	42,419	46,277.8	4,945.2	13.2%
33	36,914	36,914	37,467	38,592	40,521	36,914	37,116	38,901	43,684	47,657.9	5,092.3	13.2%
34	38,017	38,017	38,587	39,745	41,732	38,017	38,226	40,063	44,990	49,081.9	5,244.6	13.2%

35	39,152	39,152	39,739	40,931	42,978		39,152	39,367	41,259	46,333	50,547.3	5,401.8	13.2%
36	40,322	40,322	40,927	42,155	44,263		40,322	40,543	42,492	47,717	52,057.8	5,562.4	13.2%
37	41,526	41,526	42,149	43,414	45,585		41,526	41,754	43,761	49,142	53,612.2	5,728.2	13.2%
38	42,793	42,793	43,434	44,737	46,978		42,793	43,028	45,096	50,642	55,248.0	5,904.6	13.2%
39	44,046	44,046	44,706	46,047	48,350		44,046	44,288	46,417	52,124	56,865.7	6,077.4	13.2%
40	45,361	45,361	46,042	47,423	49,794		45,361	45,610	47,802	53,681	58,563.4	6,257.6	13.2%
41	46,718	46,718	47,419	48,841	51,283		46,718	46,974	49,232	55,286	60,315.4	6,445.4	13.2%
42	48,114	48,114	48,835	50,300	52,815		48,114	48,378	50,704	56,938	62,117.7	6,638.5	13.2%
43	49,553	49,553	50,296	51,805	54,395		49,553	49,825	52,220	58,641	63,975.5	6,836.4	13.2%
44	51,034	51,034	51,799	53,353	56,021		51,034	51,314	53,781	60,394	65,887.6	7,041.0	13.2%
45	52,559	52,559	53,348	54,949	57,696		52,559	52,847	55,388	62,199	67,856.4	7,249.7	13.2%
46	54,131	54,131	54,943	56,592	59,421		54,131	54,428	57,044	64,059	69,886.0	7,467.0	13.2%
47	55,751	55,751	56,587	58,284	61,198		55,751	56,057	58,752	65,976	71,977.5	7,692.2	13.2%
48	57,418	57,418	58,279	60,027	63,029		57,418	57,733	60,508	67,949	74,129.6	7,921.9	13.2%
49	59,135	59,135	60,022	61,823	64,914		59,135	59,459	62,318	69,981	76,346.4	8,157.8	13.2%
50	60,905	60,905	61,818	63,673	66,857		60,905	61,239	64,183	72,075	78,631.5	8,402.4	13.2%
51	62,727	62,727	63,668	65,578	68,857		62,727	63,071	66,103	74,232	80,983.8	8,653.6	13.2%