

PBNI PAY SCALES

April 2024 to March 2025

Updated December 2024

PAY BAND 1		
Post(s)	Administrative Assistant / Cleaner	
Pay Point	2023/24	2024/25
3	£22,737	£24,027
4	£23,114	£24,404
5	£23,500	£24,790
6	£23,893	£25,183

PAY BAND 2		
Post(s)	Receptionist	
Pay Point	2023/24	2024/25
7	£24,294	£25,584
8	£24,702	£25,992
9	£25,119	£26,409
10	£25,545	£26,835

PAY BAND 3		
Post(s)	Administrative Officer	
Pay Point	2023/24	2024/25
11	£25,979	£27,269
12	£26,421	£27,711
13	£26,873	£28,163
14	£27,334	£28,624
15	£27,803	£29,093

PAY BAND 4		
Post(s)	Executive Support Officer Personal Secretary	
Pay Point	2023/24	2024/25
17	£28,770	£30,060
18	£29,269	£30,559
19	£29,777	£31,067
20	£30,296	£31,586

PAY BAND 5		
Post(s)	Assistant Psychologist Communications and Compliance Officer Community Service Supervisor Content Manager Support Assistant Compliance Officer Counsellor (Aspire and Generic) Duke of Edinburgh Officer ECMS Support Officer E-Learning Co-Ordinator Finance Officer Health & Safety Officer Human Resources Advisor Information and Governance Officer Probation Service Officer	
Pay Point	2023/24	2024/25
17	£28,770	£30,060
19	£29,777	£31,067
21	£30,825	£32,115
23	£32,076	£33,366
25	£33,945	£35,235

BAND 6		
Post(s)	Probation Officer (Assessed Year in Employment)	
Pay Point	2023/24	2024/25
26	£34,834	£36,124

BAND 7		
Post(s)	Business Support Manager Communications Officer ECMS Systems Manager Estates Manager Finance Manager Health & Safety Manager Information and Governance Manager Payroll Manager Human Resources People Partner Procurement and Grants Manager System Implementation Support Manager Records and Information Manager Trainee Forensic Psychologist	
Pay Point	2023/24	2024/25
27	£35,745	£37,035
28	£36,648	£37,938
29	£37,336	£38,626
30	£38,223	£39,513

BAND 8		
Post(s)	Probation Officer Probation Community Officer Trainer (Operations)	
Pay Point	2023/24	2024/25
27	£35,745	£37,035
28	£36,648	£37,938
29	£37,336	£38,626
30	£38,223	£39,513
32	£40,221	£41,511
34	£42,403	£43,693

BAND 9		
Post(s)	Senior Trainer (Operations)	
Pay Point	2023/24	2024/25
35	£43,421	£44,711
36	£44,428	£45,718
37	£45,441	£46,731

BAND 10		
Post(s)	Area Manager (1) Deputy Head of Communications Deputy Head of Finance Estates Project Manager Learning and Organisational Development Manager People / HR Manager Senior Psychologist	
Pay Point	2023/24	2024/25
38	£46,464	£47,754
39	£47,420	£48,710
40	£48,474	£49,764
41	£49,498	£50,788
42	£50,512	£51,802

BAND 11		
Post(s)	Area Manager (2)	
Pay Point	2023/24	2024/25
43	£51,515	£52,805
44	£52,572	£53,886
45	£53,630	£54,971
46	£54,705	£56,073
47	£55,788	£57,183

BAND 12		
Post(s)	Board Secretary	
Pay Point	2023/24	2024/25
48	£56,918	£58,341
49	£58,072	£59,524
50	£59,214	£60,694
51	£60,349	£61,858
52	£61,488	£63,025

BAND 13		
Post(s)	Assistant Director Head of Finance and Estates Head of Communications Head of Human Resources and Organisational Development Principal Psychologist	
Pay Point	2023/24	2024/25
53	£62,623	£64,189
55	£64,884	£66,506
57	£67,185	£68,865
59	£69,454	£71,190
61	£71,904	£73,702

CHIEF OFFICER 1		
Post(s)	Director of Operations	
Pay Point	2023/24	2024/25
CO2	£77,587	£79,527
CO4	£81,034	£83,060
CO6	£84,481	£86,593
CO8	£87,925	£90,123
CO10	£91,373	£93,657

CHIEF OFFICER 2		
Post(s)	Chief Executive	
Pay Point	2023/24	2024/25
CO11	£93,096	£95,423
CO12	£94,818	£97,188
CO13	£96,546	£98,960
CO14	£98,266	£100,723
CO16	£101,713	£104,256