



North Horsham Parish Council

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NORTH HORSHAM PARISH COUNCIL PAYBANDS AND PAY MULTIPLE

The table below uses the National Joint Council Pay scales 2025/26 and 2026/27 agreed by the National Association of Local Councils (NALC) and Society of Local Council Clerks (SLCC).

NALC/SLCC LC Scale	NJC SPINAL POINT	SCALE FROM APRIL 2025	SCALE FROM APRIL 2026	No. of North Horsham Parish Council staff
LC1	5 to 17	25,583- 31,022	26,427- 32,046	9
LC2	18 to 32	31,537- 42,839	32,578- 44,253	0
LC3	33 to 45	44,075- 57,139	45,529- 59,025	1
LC4	46 to 62	58,523- 63,522	60,454- 65,453	0
		63,523- 68,522	65,544- 70,543	1
		73,523- 78,522	70,544- 75,543	0
		78,523- 83,522	75,544- 80,543	0
		83,523- 88,522	80,544- 85,543	0
		88,523- 89,081	85,544- 90,543	0
			90,544- 92,021	0

There are 11 staff in total, 3 full time and 8 part time.

Full time	Part time
Clerk	Administration Clerk
Deputy Clerk	Facilities Officer
Committee Clerk	Caretakers and Litter Wardens

Mileage, where appropriate, is paid at HMRC Scale Rate of 55 pence per mile.

The Local Government Transparency Code 2015 requires that pay multiples of Local Authorities are published. A pay multiple is the ratio between the highest paid salary and the median average (value lying at the midpoint of a frequency distribution of observed values, such that there is an equal probability of falling above or below it) salary of the whole workforce. This has been calculated on all employee salaries and is 2.54 (07.09.26)