

PBNI PAY SCALES

April 2025 to March 2026

Updated September 2025

PAY BAND 1			
Post(s)	Administrative Assistant / Cleaner		
Pay Point	2023/24	2024/25	2025/26
3	£22,737	£24,027	£24,796
4	£23,114	£24,404	£25,185
5	£23,500	£24,790	£25,583
6	£23,893	£25,183	£25,989

PAY BAND 2			
Post(s)	Receptionist		
Pay Point	2023/24	2024/25	2025/26
7	£24,294	£25,584	£26,403
8	£24,702	£25,992	£26,824
9	£25,119	£26,409	£27,254
10	£25,545	£26,835	£27,694

PAY BAND 3			
Post(s)	Administrative Officer		
Pay Point	2023/24	2024/25	2025/26
11	£25,979	£27,269	£28,142
12	£26,421	£27,711	£28,598
13	£26,873	£28,163	£29,064
14	£27,334	£28,624	£29,540
15	£27,803	£29,093	£30,024

PAY BAND 4			
Post(s)	Executive Support Officer Personal Secretary		
Pay Point	2023/24	2024/25	2025/26
17	£28,770	£30,060	£31,022
18	£29,269	£30,559	£31,537
19	£29,777	£31,067	£32,061
20	£30,296	£31,586	£32,597

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	2025/26
17	£28,770	£30,060	£31,022
19	£29,777	£31,067	£32,061
21	£30,825	£32,115	£33,143
23	£32,076	£33,366	£34,434
25	£33,945	£35,235	£36,363

BAND 6			
Post(s)	Probation Officer (Assessed Year in Employment)		
Pay Point	2023/24	2024/25	2025/26
26	£34,834	£36,124	£37,280

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	2025/26
27	£35,745	£37,035	£38,220
28	£36,648	£37,938	£39,152
29	£37,336	£38,626	£39,862
30	£38,223	£39,513	£40,777

BAND 8			
Post(s)	Probation Officer Probation Community Officer Trainer (Operations)		
Pay Point	2023/24	2024/25	2025/26
27	£35,745	£37,035	£38,220
28	£36,648	£37,938	£39,152
29	£37,336	£38,626	£39,862
30	£38,223	£39,513	£40,777
32	£40,221	£41,511	£42,839
34	£42,403	£43,693	£45,091

BAND 9			
Post(s)	Senior Trainer (Operations)		
Pay Point	2023/24	2024/25	2025/26
35	£43,421	£44,711	£46,142
36	£44,428	£45,718	£47,181
37	£45,441	£46,731	£48,226

BAND 10			
Post(s)	Area Manager 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	2025/26
38	£46,464	£47,754	£49,282
39	£47,420	£48,710	£50,269
40	£48,474	£49,764	£51,356
41	£49,498	£50,788	£52,413
42	£50,512	£51,802	£53,460

BAND 11			
Post(s)	Area Manager (2)		
Pay Point	2023/24	2024/25	2025/26
43	£51,515	£52,805	£54,495
44	£52,572	£53,886	£55,610
45	£53,630	£54,971	£56,730
46	£54,705	£56,073	£57,867
47	£55,788	£57,183	£59,013

BAND 12			
Post(s)	Board Secretary		
Pay Point	2023/24	2024/25	2025/26
48	£56,918	£58,341	£60,208
49	£58,072	£59,524	£61,429
50	£59,214	£60,694	£62,636
51	£60,349	£61,858	£63,837
52	£61,488	£63,025	£65,042

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	2025/26
53	£62,623	£64,189	£66,243
55	£64,884	£66,506	£68,634
57	£67,185	£68,865	£71,069
59	£69,454	£71,190	£73,468
61	£71,904	£73,702	£76,060

CHIEF OFFICER 1			
Post(s)	Director of Operations		
Pay Point	2023/24	2024/25	2025/26
CO2	£77,587	£79,527	£82,072
CO4	£81,034	£83,060	£85,718
CO6	£84,481	£86,593	£89,364
CO8	£87,925	£90,123	£93,007
CO10	£91,373	£93,657	£96,654

CHIEF OFFICER 2			
Post(s)	Chief Executive		
Pay Point	2023/24	2024/25	2025/26
CO11	£93,096	£95,423	£98,477
CO12	£94,818	£97,188	£100,298
CO13	£96,546	£98,960	£102,127
CO14	£98,266	£100,723	£103,946
CO16	£101,713	£104,256	£107,592