

# JOINT NEGOTIATING COUNCIL FOR THE EDUCATION AND LIBRARY BOARDS

Date: 10 December 1998

Our Ref: PW/PM

To:- Chief Executives  
Council Members  
MSO/TUSO

## Council Circular No. 1 (JES 117)

### JNC for Youth and Community Workers - 1998 Pay Increase JES Circular No. 117 Dated 27 November 1998

The Joint Secretaries of the Joint Negotiating Council have agreed the revised salary scales for Youth and Community Workers as set out in JES Circular No. 117, copy attached.

<b>Full-time Salaries</b>		<b>w.e.f. 1.9.97</b>	<b>Revised Rates</b>
		<b>£</b>	<b>£</b>
<b>Trainee Scale</b>	1	11,049	11,379
	2	11,586	11,934
	3	12,141	12,504
<b>Level 1</b>	1	12,447	12,819
	2	12,996	13,386
	3	13,536	13,941
	4	14,079	14,502
<b>Level 2</b> 3 x 9 point scale	1	14,631	15,069
	2	15,252	15,711
	3	15,876	16,353
	4	16,494	16,989
	5	17,121	17,634
	6	17,739	18,270
	7	18,360	18,912
	8	18,981	19,551
	9	<u>19,611</u>	<u>20,199</u>
	10	<u>20,226</u>	<u>20,832</u>
	11	<u>20,856</u>	<u>21,483</u>

Cont'd Over/...

Council Secretary:  
Forestview, Purdy's Lane, Belfast, BT8 7AR

Patricia Weir BA MIPD  
Telephone: 01232 491461 Facsimile: 01232 491744

		<b>w.e.f. 1.9.97</b>	<b>Revised Rates</b>
		<b>£</b>	<b>w.e.f. 1.9.98</b>
			<b>£</b>
<b>Level 3</b>	1	20,856	21,483
3 x 4 point	2	21,474	22,119
scale	3	22,095	22,758
	4	<u>22,716</u>	<u>23,397</u>
	5	<u>23,343</u>	<u>24,042</u>
	6	<u>23,967</u>	<u>24,687</u>

**Additions for longer training and/or higher qualifications:-**

(paragraph 21 of the JNC Report for Youth and Community Workers refers - £741 per annum with effect from 1.9.98).

JES Circular No. 117 is attached for your information.



**J G Martin**  
Management Side Secretary



**B Campfield**  
Trade Union Side Secretary

**Joint Negotiating Committee  
for Youth and Community Workers**

Employers' Panel Secretary: Charles Nolda  
Layden House, 76-86 Turnmill Street  
London EC1M 5QU  
Tel: 0171 296 6600 Fax: 0171 296 6666

Staff Panel Secretary: Martin Freedman  
Hamilton House, Mabledon Place  
London WC1 9BD  
Tel: 0171 388 6191

27 November 1998

Dear Sir/Madam

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**JOINT EDUCATION SERVICES CIRCULAR NO: 117**

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**Youth and Community Workers - 1998 Pay Increase**

1. The Staff Side have confirmed on 18 November the acceptance of the Employers' offer made on 2 October for a 3% increase on all scales and allowances with effect from 1 September 1998. Details of the new scales and allowances are set out in the attached annex. The JNC also agreed the following:
2. That the Joint Secretaries should examine the implications of the Working Time Regulations for the JNC's agreement and the working arrangements for youth and community workers. Further advice will be issued on this in due course.
3. The Joint Secretaries were also asked to prepare a further report to the JNC on the implementation of the European Union's Directive on Part Time Workers. The Joint Secretaries have done some initial work on two areas where current practice may be challenged based on existing interpretations of European Union directives by the European Court of Justice. The new Directive will prohibit discrimination against part-time workers *per se* and will not need recourse to the legislation on sex discrimination.
4. In a judgement in 1992, the European Court held that differential treatment of part-time workers in granting time off with pay for attending trade union training could be discriminatory. In that case, the employer had allowed full-time and part-time workers paid time off to attend trade union training which extended beyond the normal hours of the part-time worker. Access to such training on a paid basis was covered by that country's domestic legislation. The issue before the European Court of Justice was whether the different compensation for the part-time member of staff could be held to be discriminatory. On that particular case, the ECJ referred the issue back to the national court to see if legislation could be justified on objective grounds. It is not clear whether this decision has a direct affect for training which is not based on a mandatory provision. Nevertheless, LEAs will want to consider whether their existing practice for such training or other training which is required, could satisfy an objective test that any differential treatment is based on factors which are not discriminatory.

5. In another European Court case it was declared that a rule which takes account of part-time service only on a pro-rata basis for the purpose of salary entitlements may be indirectly discriminatory and will need to be justified objectively on the grounds unrelated to sex. It may be possible to argue that full-time employees acquire skills over a shorter time and have greater experience than part-timers but such arguments may be difficult to sustain as an objective justification in relation to a particular case. The Joint Secretaries would advise authorities that when awarding increments to part-time workers, the JNC's existing criteria of 26 weeks' satisfactory service under the Report should be applicable on the basis of time in post rather than pro-rata. The ruling for school teacher increments is based on 26 weeks of service and for part-time teachers, one day of service would make any week eligible for these purposes.
6. The Joint Secretaries will be issuing further advice when the Government has taken action to implement the Part-time Workers Directive.
7. The JNC has been unable to reach agreement on a revision of the JNC report and further discussions will take place.
8. Any enquiries should be addressed to Ruth Abraham on 0171 296 6727.

Yours faithfully



*for* Charles Nolda  
Martin Freedman  
**Joint Secretaries**

To: Chief Executives of County Councils and Metropolitan Districts in England and Wales;  
Chief Executives of London Boroughs  
Chief Executives of County Councils and County Boroughs Councils in Wales;  
Copy enclosed for Treasurers of all authorities in England and Wales;  
Chief Education Officers/Directors of Education of County Councils and Metropolitan Districts in England;  
Chief Education Officers/Directors of Education of London Boroughs;  
Chief Education Officers/Directors of Education of County Councils and County Borough Councils in Wales;  
Members of the JNC for Youth and Community Workers

**REVISED PAY SCALES**• **NATIONALLY QUALIFIED**

		CURRENT	REVISED FROM 1.9.98
LEVEL 1	1	£12,447	£12,819
	2	£12,996	£13,386
	3	£13,536	£13,941
	4	£14,079	£14,502
LEVEL 2 3 x 9 point scale	1	£14,631	£15,069
	2	£15,252	£15,711
	3	£15,876	£16,353
	4	£16,494	£16,989
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	7	£18,360	£18,912
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	9	<u>£19,611</u>	<u>£20,199</u>
	10	<u>£20,226</u>	<u>£20,832</u>
	11	<u>£20,856</u>	<u>£21,483</u>
LEVEL 3 3 x 4 point scale	1	£20,856	£21,483
	2	£21,474	£22,119
	3	£22,095	£22,758
	4	<u>£22,716</u>	<u>£23,397</u>
	5	<u>£23,343</u>	<u>£24,042</u>
	6	<u>£23,967</u>	<u>£24,687</u>
TRAINEE SCALE	1	£11,049	£11,379
	2	£11,586	£11,934
	3	£12,141	£12,504

• **LOCALLY QUALIFIED AND UNQUALIFIED**

		CURRENT	REVISED FROM 1.9.98
LEVEL 1	1	£9,960	£10,260
	2	<u>£10,398</u>	<u>£10,710</u>
	3	£10,830	£11,154
	4	£11,265	£11,604
LEVEL 2 3 x 9 point scale	1	£10,242	£10,548
	2	<u>£10,830</u>	<u>£11,154</u>
	3	£11,430	£11,772
	4	£12,039	£12,399
	5	£12,669	£13,050
	6	£13,305	£13,704
	7	£13,956	£14,376
	8	£14,616	£15,054
	9	<u>£15,297</u>	<u>£15,756</u>
	10	<u>£15,978</u>	<u>£16,458</u>
	11	<u>£16,686</u>	<u>£17,187</u>
LEVEL 3 3 x 4 point scale	1	<u>£16,686</u>	<u>£17,187</u>
	2	£17,175	£17,691
	3	£17,676	£18,207
	4	<u>£18,174</u>	<u>£18,720</u>
	5	<u>£18,675</u>	<u>£19,236</u>
	6	<u>£19,173</u>	<u>£19,749</u>

• **ADDITION FOR LONGER TRAINING AND/OR HIGHER QUALIFICATION** (paragraph 21 of the JNC report)

- **ADDITION FOR LONGER TRAINING AND/OR HIGHER QUALIFICATION** (paragraph 21 of the JNC report)

**Current**            £720  
**wef 1.9.98**        £741

- **LONDON AREA ALLOWANCE**

	<b>CURRENT</b>	<b>REVISED 1.9.98</b>
<b>INNER</b>	£2,052	£2,115
<b>OUTER</b>	£1,350	£1,392
<b>FRINGE</b>	£525	£540