

# JOINT NEGOTIATING COUNCIL FOR THE EDUCATION AND LIBRARY BOARDS

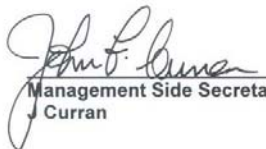
27 September 2004

To Chief Executives  
Council Members  
MSO/TUSO

## Joint Negotiating Council Circular No. 104 2004/05/06 Pay Rates – NJC Circular 4/04

The Joint Secretaries of the Joint Negotiating Council have examined NJC Circular 4/04 and have agreed the new rates of pay applicable from 1 April 2004 and 1 April 2005. The new rates are set out in annex 1. New rates for those allowances which are updated in line with pay are included in annex 1b.


With regard to the rates of pay and allowances applicable from 1 April 2006, NJC Circular 4/04 confirms that these may be subject to the RPI figure at October 2005 and will be published at a later date.

  
Management Side Secretary  
J Curran

  
Trade Union Side Secretary  
T Wright

  
Trade Union Side Secretary  
L Kerr

  
Trade Union Side Secretary  
A Elliott

  
Trade Union Side Secretary  
A Gribben

SCP		Salary 01/04/03	Salary 01/04/04	Salary 01/04/05	
4		£10,278	10,560	10,872	Former A&G Staff See Annex 1a
5		£10,521	10,809	11,127	
6		£10,668	10,962	11,286	
7		£11,013	11,316	11,649	
8	Clerical	£11,361	11,673	12,018	
9	Officer	£11,706	12,027	12,381	
10		£11,949	12,279	12,642	
11		£12,720	13,071	13,458	
12		£12,987	13,344	13,737	
13		£13,335	13,701	14,106	
14		£13,581	13,953	14,364	
15	Senior Clerical	£13,863	14,244	14,664	
16	Officer	£14,196	14,586	15,015	
17		£14,532	14,931	15,372	
18		£14,817	15,225	15,675	
19		£15,372	15,795	16,260	
20		£15,933	16,371	16,854	
21	Executive	£16,515	16,968	17,469	
22	Officer	£16,944	17,409	17,922	
23		£17,442	17,922	18,450	
24		£18,012	18,507	19,053	
25		£18,582	19,092	19,656	
26		£19,185	19,713	20,295	
27	Senior	£19,824	20,370	20,970	
28	Executive Officer	£20,469	21,033	21,654	
29		£21,282	21,867	22,512	
30		£21,993	22,599	23,265	
31		£22,689	23,313	24,000	
32		£23,358	24,000	24,708	
33		£24,048	24,708	25,437	
34	Administrative	£24,726	25,407	26,157	
35	Officer	£25,245	25,938	26,703	
36		£25,911	26,625	27,411	
37		£26,640	27,372	28,179	
38		£27,420	28,173	29,004	
39	Senior Admin	£28,320	29,100	29,958	
40	Officer	£29,067	29,865	30,747	
41		£29,835	30,654	31,557	
42		£30,594	31,434	32,361	
43	Assistant	£31,356	32,217	33,168	
44	Principal Officer	£32,127	33,009	33,984	
45		£32,847	33,750	34,746	
46		£33,642	34,566	35,586	
47	Principal	£34,413	35,358	36,402	
48	Officer	£35,181	36,147	37,212	
49		£35,934	36,921	38,010	

**SCP**

		<b>Salary 01/04/03</b>	<b>Salary 01/04/04</b>	<b>Salary 01/04/05</b>
49	Senior Principal Officer (1)	£35,934	36,921	38,010
		£36,690	37,698	38,811
51		£37,437	38,466	39,600
52		£38,178	39,228	40,386
53	Senior Principal Officer (2)	£38,907	39,975	41,154
		£39,615	40,704	41,904
55		£40,326	41,433	42,654
56		£41,082	42,210	43,455
57		£41,820	42,969	44,235
58		£42,558	43,728	45,018
59	Education Officer	£43,302	44,493	45,804
		£44,043	45,255	46,590
61		£44,787	46,017	47,373
62		£45,528	46,779	48,159
63		£46,260	47,532	48,933
64	Assistant	£47,004	48,297	49,722
65	Senior	£47,751	49,065	50,511
66	Education	£48,516	49,851	51,321
67	Officer	£49,287	50,643	52,137
68		£50,076	51,453	52,971
69		£50,877	52,275	53,817
70		£51,693	53,115	54,681

**Former Ancillary and General Staff  
Pay Awards– 1 April 2004 and 1 April 2005**

		1 April 2003		1 April 2004		1 April 2005	
Scale	Spine point	Annual Salary £	Hourly Rate £	Annual Salary £	Hourly Rate £	Annual Salary £	Hourly Rate £
1(a)	4	10,278	5.4753	10,560	5.6255	10,872	5.7917
	5	10,521	5.6048	10,809	5.7582	11,127	5.9276
	6	10,668	5.6831	10,962	5.8397	11,286	6.0123
1(b)	6	10,668	5.6831	10,962	5.8397	11,286	6.0123
	7	11,013	5.8669	11,316	6.0283	11,649	6.2057
	8	11,361	6.0523	11,673	6.2185	12,018	6.4022
1(c)	9	11,706	6.2361	12,027	6.4070	12,381	6.5956
	10	11,949	6.3655	12,279	6.5413	12,642	6.7347
	11	12,720	6.7763	13,071	6.9632	13,458	7.1694
2	11	12,720	6.7763	13,071	6.9632	13,458	7.1694
	12	12,987	6.9185	13,344	7.1086	13,737	7.3180
	13	13,335	7.1039	13,701	7.2988	14,106	7.5146
3	14	13,581	7.2349	13,953	7.4331	14,364	7.6520
	15	13,863	7.3852	14,244	7.5881	14,664	7.8118
	16	14,196	7.5626	14,586	7.7703	15,015	7.9988
	17	14,532	7.7416	14,931	7.9541	15,372	8.1890
4	18	14,817	7.8934	15,225	8.1107	15,675	8.3504
	19	15,372	8.1890	15,795	8.4143	16,260	8.6621
	20	15,933	8.4879	16,371	8.7212	16,854	8.9785
	21	16,515	8.7979	16,968	9.0392	17,469	9.3061
5	22	16,944	9.0265	17,409	9.2742	17,922	9.5475
	23	17,442	9.2918	17,922	9.5475	18,450	9.8287
	24	18,012	9.5954	18,507	9.8591	19,053	10.1500
	25	18,582	9.8991	19,092	10.1707	19,656	10.4712

**ALLOWANCES FOR LABORATORY TECHNICIANS, SOCIAL WORKERS,  
NURSERY STAFFS AND STAFF IN RESIDENTIAL ESTABLISHMENTS**

	<b>01/04/03</b> £	<b>01/04/04</b> £	<b>01/04/05</b> £
<b><u>LABORATORY TECHNICIANS</u></b>			
Qualified Allowances	162	168	174
	123	126	129
<b><u>SOCIAL WORKERS</u></b>			
Standby Duty Allowance	22.89	23.52	24.21
<b><u>NURSERY STAFF</u></b>			
Special Education Needs Allowances			
Recognised/qualified	1,017	1,044	1,074
Unqualified	744	765	786
<b><u>DAY NURSERY STAFFS</u></b>			
Nursery Students	198	204	210
	123	126	129
<b><u>STAFF IN RESIDENTIAL ESTABLISHMENTS</u></b>			
Sleeping in Duty Payments	28.44	29.22	30.08