

JOINT NEGOTIATING COUNCIL FOR THE EDUCATION AND LIBRARY BOARDS

22 December 2009

To **Chief Executives
Council Members
MSO/TUSO**


Joint Negotiating Council Circular No. 176 Pay Award for 1 April 2009 – NJC Circular 2/09

The Joint Secretaries of the Joint Negotiating Council have examined NJC Circular 2/09 and have agreed the revised rates of pay applicable from 1 April 2009. The revised rates are set out in annex 1 and annex 1a.

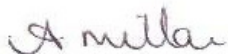
The revised rates for those allowances which are up-rated in line with pay are included in annex 1b.

Annual Leave

From 1 April 2009, the minimum annual leave entitlement will be increased from 20 to 21 days for employees with less than five years' service. Further clarification on this agreement is provided in JNC Circular No. 140 (Addendum) re Annual Leave Entitlement dated 22 December 2009.



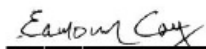
Management Side Secretary
J Curran



Trade Union Side Secretary
A Millar



Trade Union Side Secretary
L Kerr



Trade Union Side Secretary
E Coy



Trade Union Side Secretary
A Mills

SCP		Salary 01/04/08	Salary 01/04/09	
4 ¹		£11,995	£12,145	
5 ²		£12,160	£12,312	
6 ²		£12,334	£12,488	
7		£12,629	£12,787	
8	Clerical	£13,027	£13,190	
9	Officer	£13,421	£13,589	
10		£13,703	£13,874	
11		£14,587	£14,733	
12		£14,891	£15,040	
13		£15,291	£15,444	
14		£15,570	£15,726	
15	Senior Clerical	£15,895	£16,054	
16	Officer	£16,278	£16,441	
17		£16,663	£16,830	
18		£16,991	£17,161	
19		£17,626	£17,802	
20		£18,270	£18,453	
21	Executive	£18,937	£19,126	
22	Officer	£19,427	£19,621	
23		£19,998	£20,198	
24		£20,652	£20,859	
25		£21,306	£21,519	
26		£22,001	£22,221	
27	Senior	£22,730	£22,957	
28	Executive Officer	£23,473	£23,708	
29		£24,402	£24,646	
30		£25,220	£25,472	
31		£26,016	£26,276	
32		£26,784	£27,052	
33		£27,573	£27,849	
34	Administrative	£28,353	£28,637	
35	Officer	£28,947	£29,236	
36		£29,714	£30,011	
37		£30,546	£30,851	
38		£31,439	£31,753	
39	Senior Admin	£32,475	£32,800	
40	Officer	£33,328	£33,661	
41		£34,207	£34,549	
42		£35,079	£35,430	
43	Assistant	£35,953	£36,313	
44	Principal Officer	£36,838	£37,206	
45		£37,665	£38,042	
46		£38,575	£38,961	
47	Principal	£39,460	£39,855	
48	Officer	£40,338	£40,741	
49		£41,204	£41,616	

Former A&G
Staff
See Annex 1a

¹ Following implementation of the Employment Equality (Age) Regulations (Northern Ireland) 2006 and a subsequent revision of terms and conditions, spinal column points 4 and 5 **no longer apply to Clerical/Technical grades** in the Boards (where the previous entry point on the scale was point 6 for employees aged 21 or over). The minimum entry point for these grades is point 6 with effect from 1 October 2006

SCP

		Salary 01/04/08	Salary 01/04/09
49	Senior Principal	£41,204	£41,616
50	Officer (1)	£42,072	£42,493
51		£42,925	£43,354
52		£43,778	£44,216
53	Senior Principal	£44,612	£45,058
54	Officer (2)	£45,424	£45,878
55		£46,235	£46,697
56		£47,104	£47,575
57		£47,950	£48,429
58		£48,800	£49,288
59	Education	£49,650	£50,146
60	Officer	£50,503	£51,008
61		£51,352	£51,866
62		£52,205	£52,727
63		£53,043	£53,573
64	Assistant	£53,899	£54,438
65	Senior	£54,754	£55,302
66	Education	£55,633	£56,189
67	Officer	£56,518	£57,083
68		£57,421	£57,995
69		£58,336	£58,919
70		£59,274	£59,867

**Former Ancillary and General Staff
Pay Award – 1 April 2009**

		1 April 2008		1 April 2009	
Scale	Spine point	Annual Salary £	Hourly Rate £	Annual Salary £	Hourly Rate £
1(a)	4	11,995	6.3900	12,145	6.4699
	5	12,160	6.4779	12,312	6.5589
	6	12,334	6.5706	12,488	6.6527
1(b)	6	12,334	6.5706	12,488	6.6527
	7	12,629	6.7278	12,787	6.8119
	8	13,027	6.9398	13,190	7.0266
1(c)	9	13,421	7.1497	13,589	7.2392
	10	13,703	7.2999	13,874	7.3910
	11	14,587	7.7709	14,733	7.8486
2	11	14,587	7.7709	14,733	7.8486
	12	14,891	7.9328	15,040	8.0122
	13	15,291	8.1459	15,444	8.2274
3	14	15,570	8.2945	15,726	8.3776
	15	15,895	8.4677	16,054	8.5524
	16	16,278	8.6717	16,441	8.7585
	17	16,663	8.8768	16,830	8.9658
4	18	16,991	9.0515	17,161	9.1421
	19	17,626	9.3898	17,802	9.4836
	20	18,270	9.7329	18,453	9.8304
	21	18,937	10.0882	19,126	10.1889
5	22	19,427	10.3492	19,621	10.4526
	23	19,998	10.6534	20,198	10.7600
	24	20,652	11.0018	20,859	11.1121
	25	21,306	11.3502	21,519	11.4637

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

	01/04/08 £	01/04/09 £
<u>LABORATORY TECHNICIANS</u>		
Qualified Allowances	189	191
	139	140
<u>SOCIAL WORKERS</u>		
Standby Duty Allowance	26.24	26.50
<u>NURSERY STAFF</u>		
Special Education Needs Allowances		
Recognised/qualified	1165	1177
Unqualified	854	863
<u>DAY NURSERY STAFFS</u>		
Nursery Students	228	230
	139	140
<u>STAFF IN RESIDENTIAL ESTABLISHMENTS</u>		
Sleeping in Duty Payments	32.61	32.94

National Joint Council for Local Government Services

Employers' Secretary:

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Local Government House, Smith Square
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Trade Union Secretaries

Heather Wakefield, UNISON
Peter Allenson, TGWU
Brian Strutton, GMB

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**To: Chief Executives in England, Wales and N Ireland
(with copies for the Finance Director and Personnel Director)
Members of the National Joint Council**

10 September 2009

Dear Chief Executive,

NJC CIRCULAR 2/09 2009/10 PAYSCALES & ALLOWANCES

Agreement has now been reached on rates of pay applicable from **1 April 2009**.

The new rates are attached at **Annex 1**. The new rates for allowances up-rated in line with pay are also set out in the annex.

Annual Leave

From **1 April 2009**, minimum annual leave has increased from 20 to 21 days for employees with less than five years' service.

The National Agreement Part 2 Para 7.2 should therefore, with effect from **1 April 2009**, be amended to read as follows:

7.2 Annual Leave

The minimum paid annual leave entitlement is twenty one days with a further four days after five years of continuous service. The entitlement as expressed applies to five day working patterns. For alternative working patterns an equivalent leave entitlement should be calculated.

Joint Statement on Best Practice in Handling Redundancies

By 1 December 2009, the NJC will produce joint guidance on best practice in handling redundancies.

Yours sincerely

Sarah Messenger

Peter Allenson

Brian Strutton

Heather Wakefield

Joint Secretaries

SCP	1 Apr 08	1 Apr 09
4	£11,995	£12,145
5	£12,160	£12,312
6	£12,334	£12,489
7	£12,629	£12,787
8	£13,027	£13,189
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44	£36,838	£37,206
45	£37,665	£38,042
46	£38,575	£38,961
47	£39,460	£39,855
48	£40,338	£40,741
49	£41,204	£41,616

Part 3 Paragraph 2.6(e) Sleeping-in Duty Payment

1 Apr 09

£32.94

**RATES OF PROTECTED ALLOWANCES AT 1 APR 09
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

Paragraph 28(3) Nursery Staffs in Educational Establishments - Special Educational Needs Allowance

1 Apr 09

£1,177

Paragraph 28(14) Laboratory/Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance

1 Apr 09

£191

City and Guilds Laboratory Technician's Advanced Certificate Allowance

1 Apr 09

£140

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area

1 Apr 09

£798

Outer Fringe Area

1 Apr 09

£555

Paragraph 35 Standby Duty Allowance - Social Workers (1)(a)(i) Allowance - Per Session

1 Apr 09

£26.50

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

Section 1 Paragraph 3 London and Fringe Area Allowances £ Per Annum

Inner Fringe Area

1 Apr 09

£798

Outer Fringe Area

1 Apr 09

£555