

JOINT NEGOTIATING COUNCIL FOR THE EDUCATION AND LIBRARY BOARDS


7 February 2014

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

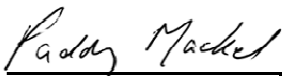
Joint Negotiating Council Circular No. 203 Pay Award for 1 April 2013 - NJC Agreement dated 15 July 2013

The Joint Secretaries of the Joint Negotiating Council have examined the NJC Agreement dated 15 July 2013 and have agreed the revised rates of pay applicable from 1 April 2013. 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.



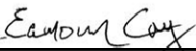
Management Side Secretary
J Curran



Trade Union Side Secretary
P Mackel



Trade Union Side Secretary
A Speed



Trade Union Side Secretary
E Coy



Trade Union Side Secretary
T Trainor

SCP		Salary 01/04/09	Salary 01/04/13
4 ¹		£12,145	£12,266
5 ¹		£12,312	£12,435
6		£12,488	£12,614
7		£12,787	£12,915
8	Clerical	£13,190	£13,321
9	Officer	£13,589	£13,725
10		£13,874	£14,013
11		£14,733	£14,880
12		£15,040	£15,189
13		£15,444	£15,598
14		£15,726	£15,882
15	Senior Clerical	£16,054	£16,215
16	Officer	£16,441	£16,604
17		£16,830	£16,998
18		£17,161	£17,333
19		£17,802	£17,980
20		£18,453	£18,638
21	Executive	£19,126	£19,317
22	Officer	£19,621	£19,817
23		£20,198	£20,400
24		£20,859	£21,067
25		£21,519	£21,734
26		£22,221	£22,443
27	Senior	£22,957	£23,188
28	Executive Officer	£23,708	£23,945
29		£24,646	£24,892
30		£25,472	£25,727
31		£26,276	£26,539
32		£27,052	£27,323
33		£27,849	£28,127
34	Administrative	£28,637	£28,922
35	Officer	£29,236	£29,528
36		£30,011	£30,311
37		£30,851	£31,160
38		£31,753	£32,072
39	Senior Admin	£32,800	£33,128
40	Officer	£33,661	£33,998
41		£34,549	£34,894
42		£35,430	£35,784
43	Assistant	£36,313	£36,676
44	Principal Officer	£37,206	£37,578
45		£38,042	£38,422
46		£38,961	£39,351
47	Principal	£39,855	£40,254
48	Officer	£40,741	£41,148
49		£41,616	£42,032

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 01/04/09	Salary 01/04/13
49	Senior Principal	£41,616	£42,032
50	Officer (1)	£42,493	£42,918
51		£43,354	£43,788
52		£44,216	£44,658
53	Senior Principal	£45,058	£45,509
54	Officer (2)	£45,878	£46,337
55		£46,697	£47,164
56		£47,575	£48,051
57		£48,429	£48,913
58		£49,288	£49,781
59	Education	£50,146	£50,647
60	Officer	£51,008	£51,518
61		£51,866	£52,385
62		£52,727	£53,254
63		£53,573	£54,109
64	Assistant	£54,438	£54,982
65	Senior	£55,302	£55,855
66	Education	£56,189	£56,751
67	Officer	£57,083	£57,654
68		£57,995	£58,575
69		£58,919	£59,508
70		£59,867	£60,466

**Former Ancillary and General Staff
Pay Award – 1 April 2013**

		1 April 2009		1 April 2013	
Scale	Spine point	Annual Salary £	Hourly Rate £	Annual Salary £	Hourly Rate £
1(a)	4	12,145	6.4699	12,266	6.5344
	5	12,312	6.5589	12,435	6.6244
	6	12,488	6.6527	12,614	6.7198
1(b)	6	12,488	6.6527	12,614	6.7198
	7	12,787	6.8119	12,915	6.8801
	8	13,190	7.0266	13,321	7.0964
1(c)	9	13,589	7.2392	13,725	7.3116
	10	13,874	7.3910	14,013	7.4651
	11	14,733	7.8486	14,880	7.9269
2	11	14,733	7.8486	14,880	7.9269
	12	15,040	8.0122	15,189	8.0916
	13	15,444	8.2274	15,598	8.3094
3	14	15,726	8.3776	15,882	8.4607
	15	16,054	8.5524	16,215	8.6381
	16	16,441	8.7585	16,604	8.8454
	17	16,830	8.9658	16,998	9.0553
4	18	17,161	9.1421	17,333	9.2337
	19	17,802	9.4836	17,980	9.5784
	20	18,453	9.8304	18,638	9.9289
	21	19,126	10.1889	19,317	10.2906
5	22	19,621	10.4526	19,817	10.5570
	23	20,198	10.7600	20,400	10.8676
	24	20,859	11.1121	21,067	11.2229
	25	21,519	11.4637	21,734	11.5782

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

	01/04/09 £	01/04/13 £
<u>LABORATORY TECHNICIANS</u>		
Qualified Allowances	191	193
	140	141
<u>SOCIAL WORKERS</u>		
Standby Duty Allowance	26.50	26.76
<u>NURSERY STAFF</u>		
Special Education Needs Allowances		
Recognised/qualified	1,177	1,189
Unqualified	863	872
<u>DAY NURSERY STAFFS</u>		
Nursery Students	230	232
	140	141
<u>STAFF IN RESIDENTIAL ESTABLISHMENTS</u>		
Sleeping in Duty Payments	32.94	33.27

National Joint Council for Local Government Services

Employers' Secretary:

Sarah Messenger
Local Government House, Smith Square
London, SW1P 3HZ
Tel: 020 7187 7373 Fax: 020 7664 3030

Trade Union Secretaries

Fiona Farmer, Unite
Brian Strutton, GMB
Heather Wakefield, UNISON

Address for correspondence:

UNISON Centre
130 Euston Road
London NW1 2AY
Tel: 0845 3550845
Fax: 020 7551 1195

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

15 July 2013

Dear Chief Executive,

2013/14 PAYSCALES & ALLOWANCES

Agreement has now been reached on rates of pay applicable from **1 April 2013**.

The new rates are attached at **Annex 1**. The new rates for allowances up-rated in line with the pay increase of 1.0% are also set out in the annex.

It has been agreed that Spinal Column Point 4 (SCP4) will be deleted with effect from 1 October 2013. Therefore, employees on SCP4 shall progress to SCP5 on 1 October and, if automatic increments apply, shall progress to SCP6 with effect from 1 April 2014.

Yours sincerely



Sarah Messenger



Fiona Farmer



Brian Strutton



Heather Wakefield

Joint Secretaries

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4	£12,145	£12,266
5	£12,312	£12,435
6	£12,489	£12,614
7	£12,787	£12,915
8	£13,189	£13,321
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45	£38,042	£38,422
46	£38,961	£39,351
47	£39,855	£40,254
48	£40,741	£41,148
49	£41,616	£42,032

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

1 Apr 13
£33.27

**RATES OF PROTECTED ALLOWANCES AT 1 APR 13
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

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

1 Apr 13
£1,189

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance

1 Apr 13
£193

City and Guilds Laboratory Technician's Advanced Certificate Allowance

1 Apr 13
£141

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area

1 Apr 13
£806

Outer Fringe Area

1 Apr 13
£561

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

1 Apr 13
£26.76

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

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

Inner Fringe Area

1 Apr 13
£806

Outer Fringe Area

1 Apr 13
£561