

JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

11 August 2015

**To JNC Council Members
MSO/TUSO
Regional Managing Directors**

Joint Negotiating Council Circular No. 212 Pay Award for 1 April 2014 – 31 March 2016 - NJC Agreement dated 14 November 2014

The Joint Secretaries of the Joint Negotiating Council have examined the NJC Agreement dated 14 November 2014 and have agreed the revised rates of pay applicable from 1 January 2015 to 31 March 2016.

The revised rates, up-rated in line with the pay increase of 2.2%, are set out in annex 1 and annex 1a and revised rates for those allowances which are up-rated in line with pay are included in annex 1b.

There are a number of points which should be noted with regard to the implementation of the pay award which are detailed below.

Deletion of Spinal Column Point (SCP) 5

It was agreed that SCP 5 will be deleted from the national pay spine with effect from 1 October 2015, therefore, employees on SCP 5 should progress to SCP 6 on 1 October 2015.

Non-consolidated payments:

The pay award includes the payment of a non-consolidated payment in December 2014 [applicable to employees on SCPs 5-49], and in April 2015 [applicable to employees on SCPs 26-49 only].

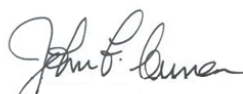
Please note that the payments:

- are subject to the normal tax and national insurance requirements and are pensionable;
- apply **only** to those employees who are **in post** on 1 December 2014;
- will be pro-rated for part-time employees;
- should be paid to those on maternity leave (whether in the paid or unpaid period) at the full rate (subject to appropriate pro-rating);
- should be paid to those on long-term sickness absence (even if on nil pay);

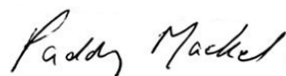
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- should be paid to those on adoption leave and parental leave;
- should be paid at the relevant rate based on the current SCP at 1 December 2014 (e.g. an employee on SCP 7 acting up to SCP 12 should get the payment that applies to SCP 12);
- if an employee has more than one contract, the payments should be paid pro-rata on each contract;
- subject to any other exclusions, should be paid to all employees whose pay is set in accordance with NJC for Local Government Services pay arrangements, regardless of whether they are on permanent or temporary contracts.

Please note that the non-consolidated payments **do not apply** to employees who are being paid above SCP 49. Also, the payments should **not** be paid to employees on a career break at 1 December 2014.



Management Side Secretary
J Curran



Trade Union Side Secretary
P Mackel



Trade Union Side Secretary
A Speed



Trade Union Side Secretary
J Dawson



Trade Union Side Secretary
D Edmont

SCP	Salary 01/04/13	Salary 01/01/15	Non-Consolidated Amount ¹	
			Dec. 14	April 15
4 ²	£12,266	-		
5 ³	£12,435	£13,500	£325	-
6	£12,614	£13,614	£325	-
7	£12,915	£13,715	£325	-
8	Clerical	£13,871	£150	-
9	Officer	£14,075	£150	-
10		£14,338	£150	-
11		£15,207	£100	-
12		£15,523	£100	-
13		£15,941	£100	-
14		£16,231	£100	-
15	Senior Clerical	£16,572	£100	-
16	Officer	£16,969	£100	-
17		£17,372	£100	-
18		£17,714	£100	-
19		£18,376	£100	-
20		£19,048	£100	-
21	Executive	£19,742	£100	-
22	Officer	£20,253	£100	-
23		£20,849	£100	-
24		£21,530	£100	-
25		£22,212	£100	-
26		£22,937	£100	£3
27	Senior	£23,698	£100	£7
28	Executive Officer	£24,472	£100	£10
29		£25,440	£100	£14
30		£26,293	£100	£18
31		£27,123	£100	£22
32		£27,924	£100	£26
33		£28,746	£100	£29
34	Administrative	£29,558	£100	£33
35	Officer	£30,178	£100	£36
36		£30,978	£100	£39
37		£31,846	£100	£43
38		£32,778	£100	£47
39	Senior Admin	£33,857	£100	£52
40	Officer	£34,746	£100	£56
41		£35,662	£100	£60
42		£36,571	£100	£65
43	Assistant	£37,483	£100	£69
44	Principal Officer	£38,405	£100	£73
45		£39,267	£100	£77
46		£40,217	£100	£81
47	Principal	£41,140	£100	£85
48	Officer	£42,053	£100	£89
49		£42,957	£100	£93

Annex 1 continued

¹ All non-consolidated payments to be pro-rated for part-time employees.

² Point 4 was deleted from the national pay spine with effect from 1 October 2013.

³ Point 5 will be deleted from the national pay spine with effect from 1 October 2015.
Employees on SCP 5 shall progress to SCP 6 on 1 October 2015.

SCP		Salary	Salary	Non-Consolidated Amount	
		01/04/13	01/01/15	Dec. 14	April 15
49	Senior Principal	£42,032	£42,957	£100	£93
50	Officer (1)	£42,918	£43,862	-	-
51		£43,788	£44,751	-	-
52		£44,658	£45,640	-	-
53	Senior Principal	£45,509	£46,510	-	-
54	Officer (2)	£46,337	£47,356	-	-
55		£47,164	£48,202	-	-
56		£48,051	£49,108	-	-
57		£48,913	£49,989	-	-
58		£49,781	£50,876	-	-
59	Education	£50,647	£51,761	-	-
60	Officer	£51,518	£52,651	-	-
61		£52,385	£53,537	-	-
62		£53,254	£54,426	-	-
63		£54,109	£55,299	-	-
64	Assistant	£54,982	£56,192	-	-
65	Senior	£55,855	£57,084	-	-
66	Education	£56,751	£58,000	-	-
67	Officer	£57,654	£58,922	-	-
68		£58,575	£59,864	-	-
69		£59,508	£60,817	-	-
70		£60,466	£61,796	-	-

**Former Ancillary and General Staff
Pay Award 1 January 2015 – 31 March 2016**

		1 April 2013		1 January 2015	
Scale	Spine point	Annual Salary £	Hourly Rate £	Annual Salary £	Hourly Rate £
1(a)	4 ⁴	12,266	6.5344	-	-
	5 ⁵	12,435	6.6244	13,500	7.1918
	6	12,614	6.7198	13,614	7.2525
1(b)	6	12,614	6.7198	13,614	7.2525
	7	12,915	6.8801	13,715	7.3063
	8	13,321	7.0964	13,871	7.3894
1(c)	9	13,725	7.3116	14,075	7.4981
	10	14,013	7.4651	14,338	7.6382
	11	14,880	7.9269	15,207	8.1011
2	11	14,880	7.9269	15,207	8.1011
	12	15,189	8.0916	15,523	8.2695
	13	15,598	8.3094	15,941	8.4922
3	14	15,882	8.4607	16,231	8.6467
	15	16,215	8.6381	16,572	8.8283
	16	16,604	8.8454	16,969	9.0398
	17	16,998	9.0553	17,372	9.2545
4	18	17,333	9.2337	17,714	9.4367
	19	17,980	9.5784	18,376	9.7893
	20	18,638	9.9289	19,048	10.1473
	21	19,317	10.2906	19,742	10.5170
5	22	19,817	10.5570	20,253	10.7893
	23	20,400	10.8676	20,849	11.1068
	24	21,067	11.2229	21,530	11.4696
	25	21,734	11.5782	22,212	11.8329

⁴ Point 4 was deleted from the national pay spine with effect from 1 October 2013.

⁵ Please note that SCP 5 will be deleted from the national pay spine with effect from 1 October 2015. Employees on SCP 5 shall progress to SCP 6 on 1 October 2015.

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

	01/04/13 £	01/01/15 £
<u>LABORATORY TECHNICIANS</u>		
Qualified Allowances	193	197
	141	144
<u>SOCIAL WORKERS</u>		
Standby Duty Allowance	26.76	27.35
<u>NURSERY STAFF</u>		
Special Education Needs Allowances		
Recognised/qualified	1,189	1,215
Unqualified	872	891
<u>DAY NURSERY STAFFS</u>		
Nursery Students	230	235
	140	143
<u>STAFF IN RESIDENTIAL ESTABLISHMENTS</u>		
Sleeping in Duty Payments	33.27	34.00

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:

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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**

14 November 2014

Dear Chief Executive,

2014-16 PAYSCALES & ALLOWANCES

Agreement has now been reached on rates of pay applicable from **1 January 2015**.

The new pay rates are attached at **Annex 1**.

Details of the non-consolidated payments to be paid in December 2014 (SCPs 5-49 only) and in April 2015 (SCPs 26-49 only) are attached at **Annex 2**.

The new rates for allowances up-rated in line with the pay increase of 2.20% are also set out at **Annex 3**.

It has been agreed that Spinal Column Point 5 (SCP5) will be deleted with effect from 1 October 2015. Therefore, employees on SCP5 shall progress to SCP6 on 1 October 2015.

NJC future work

Both Sides recognise that local government is undergoing a period of unprecedented change. The way that public services are designed and delivered is evolving at a rapid pace and against this background the NJC agrees that councils and their workforce need collective agreements that:

- reward employees fairly and recognise the diverse needs of the workforce
- attract, retain and train people with the skills needed for the future
- enable local service providers to react more quickly to changing circumstances
- facilitate effective partnership working and collaboration across organisations
- remove or modify existing barriers to ensure employees can move more easily between different public sector employers

The NJC remains committed to national collective bargaining and aims to ensure that the bargaining machinery can reflect and support new ways of working. The NJC will focus on

producing outputs that are relevant, fair and beneficial to both employers and those employed to provide public services.

Yours sincerely



Sarah
Messenger



Fiona
Farmer

Brian Strutton

Brian
Strutton



Heather
Wakefield

Joint Secretaries

NJC PAY SPINE 2014-16

SCP	1 Apr 13	1 Jan 15
5 (until 1 Oct 15)	£12,435	£13,500
6	£12,614	£13,614
7	£12,915	£13,715
8	£13,321	£13,871
9	£13,725	£14,075
10	£14,013	£14,338
11	£14,880	£15,207
12	£15,189	£15,523
13	£15,598	£15,941
14	£15,882	£16,231
15	£16,215	£16,572
16	£16,604	£16,969
17	£16,998	£17,372
18	£17,333	£17,714
19	£17,980	£18,376
20	£18,638	£19,048
21	£19,317	£19,742
22	£19,817	£20,253
23	£20,400	£20,849
24	£21,067	£21,530
25	£21,734	£22,212
26	£22,443	£22,937
27	£23,188	£23,698
28	£23,945	£24,472
29	£24,892	£25,440
30	£25,727	£26,293
31	£26,539	£27,123
32	£27,323	£27,924
33	£28,127	£28,746
34	£28,922	£29,558
35	£29,528	£30,178
36	£30,311	£30,978
37	£31,160	£31,846
38	£32,072	£32,778
39	£33,128	£33,857
40	£33,998	£34,746
41	£34,894	£35,662
42	£35,784	£36,571
43	£36,676	£37,483
44	£37,578	£38,405
45	£38,422	£39,267
46	£39,351	£40,217
47	£40,254	£41,140
48	£41,148	£42,053
49	£42,032	£42,957

NON-CONSOLIDATED PAYMENTS (see also Appendix)

SCP	December 14	April 15
5	£325	
6	£325	
7	£325	
8	£150	
9	£150	
10	£150	
11	£100	
12	£100	
13	£100	
14	£100	
15	£100	
16	£100	
17	£100	
18	£100	
19	£100	
20	£100	
21	£100	
22	£100	
23	£100	
24	£100	
25	£100	
26	£100	£3
27	£100	£7
28	£100	£10
29	£100	£14
30	£100	£18
31	£100	£22
32	£100	£26
33	£100	£29
34	£100	£33
35	£100	£36
36	£100	£39
37	£100	£43
38	£100	£47
39	£100	£52
40	£100	£56
41	£100	£60
42	£100	£65
43	£100	£69
44	£100	£73
45	£100	£77
46	£100	£81
47	£100	£85
48	£100	£89
49	£100	£93

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

1 Jan 15
£34.00

**RATES OF PROTECTED ALLOWANCES AT 1 JAN 15
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

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

1 Jan 15
£1,215

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance

1 Jan 15
£197

City and Guilds Laboratory Technician's Advanced Certificate Allowance

1 Jan 15
£144

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area

1 Jan 15
£824

Outer Fringe Area

1 Jan 15
£573

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

1 Jan 15
£27.35

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

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

Inner Fringe Area

1 Jan 15
£824

Outer Fringe Area

1 Jan 15
£573

Technical issues related to the non-consolidated payments

1. The payments are subject to the normal tax and national insurance requirements and are pensionable
2. The payments should be paid only to those employees who are in post on 1 December 2014. The payments are not 'back pay', so should not be paid to any employees who leave employment before 1 December
3. The payments should be paid on a pro-rated basis according to each council's established procedure for remunerating part-time employees
4. The payments should be paid to employees on SCPs 5, 6, 7, 8, 9 and 10 as indicated regardless of whether councils are already applying some form of Living Wage supplement
5. The payments should be paid to those on maternity leave whether in the paid or unpaid period at full rate (subject to appropriate pro-rating)
6. The payments should be paid to those on long-term sickness absence (even if on nil pay)
7. The payments should be paid at the relevant rate based on the current SCP at 1 December 2014, eg. an employee on SCP7 acting up to SCP12 should get the payment that applies to SCP12
8. The payments should be paid to those on adoption leave and parental leave
9. The payments should not be paid to employees on a career break at 1 December 2014
10. The payments do not apply to employees who are being paid above SCP49
11. If an employee has more than one contract, the payments should be paid pro-rata on each contract
12. Subject to any other exclusions, the payments should be paid to all employees whose pay is set in accordance with NJC for Local Government Services pay arrangements, regardless of whether they are on permanent or temporary contracts