

# JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

24 February 2016

To:- **Council Members**  
**Regional Managing Directors**  
**MSO/TUSO**

## JOINT NEGOTIATING COUNCIL CIRCULAR NO. 221

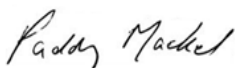
### JNC for Youth and Community Workers - Pay Increase for 2014/2016 JES Circular No. 199 dated 30 March 2015

The Joint Secretaries of the Joint Negotiating Council have considered the settlement for Youth and Community Workers as set out in JES Circular No. 199 (copy attached for information), and have agreed the revised rates of pay with effect from **1 March 2015** [please note **there is no** backdating to 1 September 2014].

The revised salary ranges are attached at Appendix 1. Revised rates for the salary structure are detailed in Appendix 2.



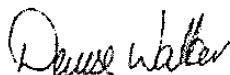
Management Side Secretary [Acting]  
R McGreevy



Trade Union Side Secretary  
P Mackel



Trade Union Side Secretary  
A Speed



Trade Union Side Secretary  
D Walker



Trade Union Side Secretary  
D Edmont

### Youth and Community Support Worker Range

Pay Points	01.09.13	01.03.15			
	£	£			
1	14,283	14,597			
2	14,880	15,207			
3	15,477	15,817			
4	16,077	16,431			
5	16,674	17,041			
6	17,271	17,651			
7	17,874	18,267			
8	18,474	18,880			
9	19,236	19,659			
10	19,833	20,269			
11	20,796	21,254			
12	21,741	22,219			
13	22,713	23,213	13	22,713	23,213
14	23,721	24,243	14	23,721	24,243
15	24,408	24,945	15	24,408	24,945
16	25,125	25,678	16	25,125	25,678
17	25,830	26,398	17	25,830	26,398
			18	26,541	27,125
			19	27,246	27,845
			20	27,951	28,566
			21	28,746	29,378
			22	29,646	30,298
			23	30,522	31,193
			24	31,401	32,092
			25	32,289	32,999
			26	33,174	33,904
			27	34,062	34,811
			28	34,959	35,728
			29	35,850	36,639
			30	36,741	37,549

### Professional Range

#### Additions for longer training and/or higher qualifications

(Paragraph 21 of the JNC Report for Youth and Community Workers refers):-

This allowance was discontinued w.e.f. 1 September 2005. Individual Youth and Community Workers in post and in receipt of the addition on 31 August 2005 will continue to receive the addition on a protected basis as long as they continue in employment in their current post. The rate payable is £924. No further cost of living increases will be added to this figure.

## JNC FOR YOUTH AND COMMUNITY WORKERS - SUPPORT WORKER RANGE

<b>Post</b>	<b>Pay Point</b>	<b>Pay Scale w.e.f. 01.09.13</b>	<b>Pay Scale w.e.f. 01.03.15</b>
Assistant Youth Support Worker	Points 1-4 Support Worker Range	1 - 14,283 2 - 14,880 3 - 15,477 4 - 16,077	1 – 14,597 2 – 15,207 3 – 15,817 4 - 16,431
Youth Support Worker	Points 4 - 7 Support Worker Range	4 - 16,077 5 - 16,674 6 - 17,271 7 - 17,874	4 - 16,431 5 - 17,041 6 - 17,651 7 - 18,267
Youth Support Worker-in-Charge [Centre -based]	Points 10 - 13 Support Worker Range	10 - 19,833 11 - 20,796 12 - 21,741 13 - 22,713	10 - 20,269 11 - 21,254 12 - 22,219 13 - 23,213
Youth Support Worker-in-Charge [Outreach]	Points 10 - 13 Support Worker Range	10 - 19,833 11 - 20,796 12 - 21,741 13 - 22,713	10 - 20,269 11 - 21,254 12 - 22,219 13 - 23,213
Youth Support Worker-in-Charge [Specialist]	Points 10 - 13 Support Worker Range	10 - 19,833 11 - 20,796 12 - 21,741 13 - 22,713	10 - 20,269 11 - 21,254 12 - 22,219 13 - 23,213

**JNC FOR YOUTH AND COMMUNITY WORKERS - PROFESSIONAL RANGE**

<b>Post</b>	<b>Pay Point</b>	<b>Pay Scale w.e.f. 01.09.15</b>	<b>Pay Scale w.e.f. 01.03.15</b>
Deputy Youth Worker	Points 17 - 20 Professional Range	17 - 25,830 18 - 26,541 19 - 27,246 20 - 27,951	17 - 26,398 18 - 27,125 19 - 27,845 20 - 28,566
Centre-Based Youth Worker I	Points 18 - 21 Professional Range	18 - 26,541 19 - 27,246 20 - 27,951 21 - 28,746	18 - 27,125 19 - 27,845 20 - 28,566 21 - 29,378
Area Youth Worker I	Points 18 - 21 Professional Range	18 - 26,541 19 - 27,246 20 - 27,951 21 - 28,746	18 - 27,125 19 - 27,845 20 - 28,566 21 - 29,378
Centre-Based Youth Worker II	Points 20 - 23 Professional Range	20 - 27,951 21 - 28,746 22 - 29,646 23 - 30,522	20 - 28,566 21 - 29,378 22 - 30,298 23 - 31,193
Area Youth Worker II	Points 20 - 23 Professional Range	20 - 27,951 21 - 28,746 22 - 29,646 23 - 30,522	20 - 28,566 21 - 29,378 22 - 30,298 23 - 31,193
Specialist Youth Development Worker	Points 20 - 23 Professional Range	20 - 27,951 21 - 28,746 22 - 29,646 23 - 30,522	20 - 28,566 21 - 29,378 22 - 30,298 23 - 31,193
Senior Youth Worker I [Centre-based]	Points 22 - 25 Professional Range	22 - 29,646 23 - 30,522 24 - 31,401 25 - 32,289	22 - 30,298 23 - 31,193 24 - 32,092 25 - 32,999
Senior Youth Worker I [Board-wide Specialism]	Points 22 - 25 Professional Range	22 - 29,646 23 - 30,522 24 - 31,401 25 - 32,289	22 - 30,298 23 - 31,193 24 - 32,092 25 - 32,999
Senior Youth Worker II [Divisional Responsibilities]	Points 24 - 27 Professional Range	24 - 31,401 25 - 32,289 26 - 33,174 27 - 34,062	24 - 32,092 25 - 32,999 26 - 33,904 27 - 34,811
Senior Youth Worker II [Team Leader]	Points 24 - 27 Professional Range	24 - 31,401 25 - 32,289 26 - 33,174 27 - 34,062	24 - 32,092 25 - 32,999 26 - 33,904 27 - 34,811
Senior Youth Worker III [Division & Team Responsibilities]	Points 26 - 29 Professional Range	26 - 33,174 27 - 34,062 28 - 34,959 29 - 35,850	26 - 33,904 27 - 34,811 28 - 35,728 29 - 36,639

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

30 March 2015

To: Local Authorities in England and Wales  
Members of the JNC for Youth and Community Workers  
Subscribers

Dear Colleague

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**Joint Education Services Circular No 199  
Pay Agreement 2014-16**

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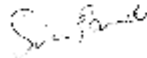
**YOUTH AND COMMUNITY PAY AGREEMENT: 2014-16**

Following negotiations in the JNC for Youth and Community Workers, the Staff Side has accepted the Employers' Side's offer in relation to pay which is an agreement covering 1 September 2014 to 31 August 2016 with the pay increase payable from 1 March 2015 with no backdating to 1 September 2014. The pay agreement is as follows:

- an increase of 2.2% on all pay points on the Youth and Community Support Worker Range and the Professional Range;
- an increase of 2.2% on the London Area Allowances and Sleeping-In-Duty Allowance.

A revised salary scale is attached for your information.

Yours sincerely



**Simon Pannell  
Employers' Side Secretary**



**Fiona Farmer  
Staff Side Secretary**

Employers' Side Secretary: *Simon Pannell*  
Local Government House, Smith Square  
London SW1P 3HZ  
Tel: 020 7187 7373  
Fax: 020 7664 3030

Staff Side Secretary: *Fiona Farmer*  
Units, 128 Theobald's Road,  
Holburn, London, WC1X 8TN  
Tel: 020 7611 2643

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

<b>Youth and Community Support Worker Range</b>	<b>Professional Range</b>
<b>Pay Points</b>	<b>Pay Points</b>
1. 14,597	13. 23,213
2. 15,207	14. 24,243
3. 15,817	15. 24,945
4. 16,431	16. 25,678
5. 17,041	17. 26,398
6. 17,651	18. 27,125
7. 18,267	19. 27,845
8. 18,880	20. 28,566
9. 19,659	21. 29,378
10. 20,269	22. 30,298
11. 21,254	23. 31,193
12. 22,219	24. 32,092
13. 23,213	25. 32,999
14. 24,243	26. 33,904
15. 24,945	27. 34,811
16. 25,678	28. 35,728
17. 26,398	29. 36,639
	30. 37,549
	31. 38,163*
	32. 39,173*

\* Discretionary Points

**LONDON AREA ALLOWANCES**

Inner 2,983  
Outer 1,959  
Fringe 763

**SLEEPING IN DUTY ALLOWANCE**

Sleeping in Allowance 34.00  
Disturbance Element 19.00

Employers' Side Secretary: *Simon Pannell*  
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London SW1P 3HZ  
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Staff Side Secretary: *Fiona Farmer*  
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