

JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

29 March 2018

To:- **Council Members**
MSO/TUSO

JOINT NEGOTIATING COUNCIL CIRCULAR NO.241

JNC for Youth and Community Workers - Pay Increase for 2016/2018 **JES Circular No. 205 dated 26 September 2016**

Further to Department of Education correspondence dated 21 March 2018, the Department of Finance (DoF) has granted approval to the Youth and Community Workers pay remit for 2016-17 and 2017-18.

The Joint Secretaries of the Joint Negotiating Council for the Education Authority have examined the JES Circular No. 205 (copy attached for information), and have agreed to the implementation of the revised rates of pay with effect from **1 September 2016 and 1 September 2017**.

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

Please note that point 1 of the Support Worker Range has been deleted at national level.



Management Side Secretary
R McGreevy



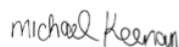
Trade Union Side Secretary
K Bannon



Trade Union Side Secretary
A Speed



Trade Union Side Secretary
D Walker



Trade Union Side Secretary
M Keenan

Youth and Community Support Worker Range

Pay Points	01.03.15 £	01.09.16 £	01.09.17 £
1	14,597	¹	¹
2	15,207	15,507	15,807
3	15,817	16,117	16,417
4	16,431	16,681	16,931
5	17,041	17,241	17,491
6	17,651	17,828	18,006
7	18,267	18,450	18,636
8	18,880	19,069	19,260
9	19,659	19,856	20,055
10	20,269	20,472	20,677
11	21,254	21,467	21,682
12	22,219	22,441	22,665
13	23,213	23,445	23,679
14	24,243	24,485	24,730
15	24,945	25,194	25,446
16	25,678	25,935	26,194
17	26,398	26,662	26,929

Professional Range

	01.03.15 £	01.09.16 £	01.09.17 £
13	23,213	23,445	23,679
14	24,243	24,485	24,730
15	24,945	25,194	25,446
16	25,678	25,935	26,194
17	26,398	26,662	26,929
18	27,125	27,396	27,670
19	27,845	28,123	28,404
20	28,566	28,852	29,141
21	29,378	29,672	29,969
22	30,298	30,601	30,907
23	31,193	31,505	31,820
24	32,092	32,413	32,737
25	32,999	33,329	33,662
26	33,904	34,243	34,585
27	34,811	35,159	35,511
28	35,728	36,085	36,446
29	36,639	37,005	37,375
30	37,549	37,924	38,304

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.

¹ Point 1 deleted from the national pay scale w.e.f. 01.09.16

JNC FOR YOUTH AND COMMUNITY WORKERS - SUPPORT WORKER RANGE

Post	Pay Point	Pay Scale w.e.f. 01.03.15	Pay Scale w.e.f. 01.09.16	Pay Scale w.e.f. 01.09.17
Assistant Youth Support Worker	Points 1-4 Support Worker Range	1 – 14,597 2 – 15,207 3 – 15,817 4 - 16,431	1 – deleted 2 – 15,507 3 – 16,117 4 – 16,681	1 – deleted 2 – 15,807 3 – 16,417 4 – 16,931
Youth Support Worker	Points 4 - 7 Support Worker Range	4 - 16,431 5 - 17,041 6 - 17,651 7 - 18,267	4 – 16,681 5 – 17,241 6 – 17,828 7 – 18,450	4 – 16,931 5 – 17,491 6 – 18,006 7 – 18,636
Youth Support Worker-in-Charge [Centre -based]	Points 10 - 13 Support Worker Range	10 - 20,269 11 - 21,254 12 - 22,219 13 - 23,213	10 – 20,472 11 – 21,467 12 – 22,441 13 – 23,445	10 – 20,677 11 – 21,682 12 – 22,665 13 – 23,679
Youth Support Worker-in-Charge [Outreach]	Points 10 - 13 Support Worker Range	10 - 20,269 11 - 21,254 12 - 22,219 13 - 23,213	10 – 20,472 11 – 21,467 12 – 22,441 13 – 23,445	10 – 20,677 11 – 21,682 12 – 22,665 13 – 23,679
Youth Support Worker-in-Charge [Specialist]	Points 10 - 13 Support Worker Range	10 - 20,269 11 - 21,254 12 - 22,219 13 - 23,213	10 – 20,472 11 – 21,467 12 – 22,441 13 – 23,445	10 – 20,677 11 – 21,682 12 – 22,665 13 – 23,679

¹ Point 1 deleted from the national pay scale w.e.f. 01.09.16

JNC FOR YOUTH AND COMMUNITY WORKERS - PROFESSIONAL RANGE

Post	Pay Point	Pay Scale w.e.f. 01.03.15	Pay Scale w.e.f. 01.09.16	Pay Scale w.e.f. 01.09.17
Deputy Youth Worker	Points 17 - 20 Professional Range	17 - 26,398 18 - 27,125 19 - 27,845 20 - 28,566	17 - 26,662 18 - 27,396 19 - 28,123 20 - 28,852	17 - 26,929 18 - 27,670 19 - 28,404 20 - 29,141
Centre-Based Youth Worker I	Points 18 - 21 Professional Range	18 - 27,125 19 - 27,845 20 - 28,566 21 - 29,378	18 - 27,396 19 - 28,123 20 - 28,852 21 - 29,672	18 - 27,670 19 - 28,404 20 - 29,141 21 - 29,969
Area Youth Worker I	Points 18 - 21 Professional Range	18 - 27,125 19 - 27,845 20 - 28,566 21 - 29,378	18 - 27,396 19 - 28,123 20 - 28,852 21 - 29,672	18 - 27,670 19 - 28,404 20 - 29,141 21 - 29,969
Centre-Based Youth Worker II	Points 20 - 23 Professional Range	20 - 28,566 21 - 29,378 22 - 30,298 23 - 31,193	20 - 28,852 21 - 29,672 22 - 30,601 23 - 31,505	20 - 29,141 21 - 29,969 22 - 30,907 23 - 31,820
Area Youth Worker II	Points 20 - 23 Professional Range	20 - 28,566 21 - 29,378 22 - 30,298 23 - 31,193	20 - 28,852 21 - 29,672 22 - 30,601 23 - 31,505	20 - 29,141 21 - 29,969 22 - 30,907 23 - 31,820
Specialist Youth Development Worker	Points 20 - 23 Professional Range	20 - 28,566 21 - 29,378 22 - 30,298 23 - 31,193	20 - 28,852 21 - 29,672 22 - 30,601 23 - 31,505	20 - 29,141 21 - 29,969 22 - 30,907 23 - 31,820
Senior Youth Worker I [Centre-based]	Points 22 - 25 Professional Range	22 - 30,298 23 - 31,193 24 - 32,092 25 - 32,999	22 - 30,601 23 - 31,505 24 - 32,413 25 - 33,329	22 - 30,907 23 - 31,820 24 - 32,737 25 - 33,662
Senior Youth Worker I [Board-wide Specialism]	Points 22 - 25 Professional Range	22 - 30,298 23 - 31,193 24 - 32,092 25 - 32,999	22 - 30,601 23 - 31,505 24 - 32,413 25 - 33,329	22 - 30,907 23 - 31,820 24 - 32,737 25 - 33,662
Senior Youth Worker II [Divisional Responsibilities]	Points 24 - 27 Professional Range	24 - 32,092 25 - 32,999 26 - 33,904 27 - 34,811	24 - 32,413 25 - 33,329 26 - 34,243 27 - 35,159	24 - 32,737 25 - 33,662 26 - 34,585 27 - 35,511
Senior Youth Worker II [Team Leader]	Points 24 - 27 Professional Range	24 - 32,092 25 - 32,999 26 - 33,904 27 - 34,811	24 - 32,413 25 - 33,329 26 - 34,243 27 - 35,159	24 - 32,737 25 - 33,662 26 - 34,585 27 - 35,511
Senior Youth Worker III [Division & Team Responsibilities]	Points 26 - 29 Professional Range	26 - 33,904 27 - 34,811 28 - 35,728 29 - 36,639	26 - 34,243 27 - 35,159 28 - 36,085 29 - 37,005	26 - 34,585 27 - 35,511 28 - 36,446 29 - 37,375

Joint Negotiating Committee for Youth and Community Workers

26 September 2016

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

Dear Colleague

Joint Education Services Circular No 205 Pay Agreement 2016 and 2017

YOUTH AND COMMUNITY PAY AGREEMENT: 2016 and 2017

We are pleased to confirm that the JNC for Youth and Community Workers has reached an agreement on a pay award for 2016 and 2017 which is as follows:

2016:


- The deletion of pay point 1
- An increase of £300 (2.0%) on pay point 2 from 1 September 2016;
- An increase of £300 (1.9%) on pay point 3 from 1 September 2016;
- An increase of £250 (1.5%) on pay point 4 from 1 September 2016;
- An increase of £200 (1.2%) on pay point 5 from 1 September 2016;
- An increase of 1.0% on all other pay points on the Youth and Community Support Worker Range and the Professional Range from 1 September 2016;
- An increase of 1.0% on the London Area Allowances and Sleeping-In-Duty Allowance from 1 September 2016.

2017:

- An increase of £300 (1.93%) on pay point 2 from 1 September 2017;
- An increase of £300 (1.86%) on pay point 3 from 1 September 2017;
- An increase of £250 (1.50%) on pay point 4 from 1 September 2017;
- An increase of £250 (1.45%) on pay point 5 from 1 September 2017;
- An increase of 1.0% on all other pay points on the Youth and Community Support Worker Range and the Professional Range from 1 September 2017;
- An increase of 1.0% on the London Area Allowances and Sleeping-In-Duty Allowance from 1 September 2017.

A revised salary scale is attached for your information.

Yours sincerely



Simon Pannell
Employers' Side Secretary

Colenzo Jarrett-Thorpe
Staff Side Secretary

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

Staff Side Secretary: *Colenzo Jarrett-Thorpe*
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Holburn, London, WC1X 8TN
Tel: 020 7611 2643

Joint Negotiating Committee for Youth and Community Workers

2016

Youth and Community Support Worker Range

Pay Points

2.	15,507
3.	16,117
4.	16,681
5.	17,241
6.	17,828
7.	18,450
8.	19,069
9.	19,856
10.	20,472
11.	21,467
12.	22,441
13.	23,445
14.	24,485
15.	25,194
16.	25,935
17.	26,662

Professional Range

Pay Points

13.	23,445
14.	24,485
15.	25,194
16.	25,935
17.	26,662
18.	27,396
19.	28,123
20.	28,852
21.	29,672
22.	30,601
23.	31,505
24.	32,413
25.	33,329
26.	34,243
27.	35,159
28.	36,085
29.	37,005
30.	37,924
31.	38,545*
32.	39,565*

* Discretionary Points

LONDON AREA ALLOWANCES

Inner 3,013

Outer 1,979

Fringe 771

SLEEPING IN DUTY ALLOWANCE

Sleeping in Allowance 34.34

Disturbance Element 19.19

Employers' Side Secretary: *Simon Pannell*
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Staff Side Secretary: *Colenzo Jarrett-Thorpe*
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Holburn, London, WC1X 8TN
Tel: 020 7611 2643

Joint Negotiating Committee for Youth and Community Workers

2016

Youth and Community Support Worker Range

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Professional Range

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18.	27,396
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21.	29,672
22.	30,601
23.	31,505
24.	32,413
25.	33,329
26.	34,243
27.	35,159
28.	36,085
29.	37,005
30.	37,924
31.	38,545*
32.	39,565*

* Discretionary Points

LONDON AREA ALLOWANCES

Inner 3,013

Outer 1,979

Fringe 771

SLEEPING IN DUTY ALLOWANCE

Sleeping in Allowance 34.34

Disturbance Element 19.19

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