

JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

10 July 2018

To JNC Council Members
MSO/TUSO

**Joint Negotiating Council Circular No. 246
Pay Award with effect from 1 April 2018
NJC Agreement dated 10 April 2018**

Further to Department of Education correspondence dated 29 June 2018, DE has secured temporary cover from the Department of Finance [DoF] to enable EA to meet its contractual obligations regarding the payment of revalorisation increases to eligible staff with effect from **1 April 2018**.

The Joint Secretaries of the Joint Negotiating Council have examined the NJC Agreement dated 10 April 2018 and have agreed the revised rates of pay applicable from 1 April 2018.

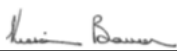
The revised rates, up-rated in line with the national proposals are set out in annex 1 and annex 1a. The revised rates for those allowances which are up-rated in line with pay are included in annex 1b.

Please note that this is the first year of a two year pay award.

Changes to the existing grading structures to take effect from 1 April 2019 will be subject to negotiation and agreement and discussions in that regard will be taken forward as soon as possible.



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

SCP		Salary 01/01/17	Salary 01/04/18	
5 ¹		£-		
6		£15,014	£16,394	Former A&G Staff See Annex 1a
7		£15,115	£16,495	
8	Clerical	£15,246	£16,626	
9	Officer	£15,375	£16,755	
10		£15,613	£16,863	
11		£15,807	£17,007	
12		£16,123	£17,173	
13		£16,491	£17,391	
14		£16,781	£17,681	
15	Senior Clerical	£17,072	£17,972	
16	Officer	£17,419	£18,319	
17		£17,772	£18,672	
18		£18,070	£18,870	
19		£18,746	£19,446	
20		£19,430	£19,819	
21	Executive	£20,138	£20,541	
22	Officer	£20,661	£21,074	
23		£21,268	£21,693	
24		£21,962	£22,401	
25		£22,658	£23,111	
26		£23,398	£23,866	
27	Senior	£24,174	£24,657	
28	Executive Officer	£24,964	£25,463	
29		£25,951	£26,470	
30		£26,822	£27,358	
31		£27,668	£28,221	
32		£28,485	£29,055	
33		£29,323	£29,909	
34	Administrative	£30,153	£30,756	
35	Officer	£30,785	£31,401	
36		£31,601	£32,233	
37		£32,486	£33,136	
38		£33,437	£34,106	
39	Senior Admin	£34,538	£35,229	
40	Officer	£35,444	£36,153	
41		£36,379	£37,107	
42		£37,306	£38,052	
43	Assistant	£38,237	£39,002	
44	Principal Officer	£39,177	£39,961	
45		£40,057	£40,858	
46		£41,025	£41,846	
47	Principal	£41,967	£42,806	
48	Officer	£42,899	£43,757	
49		£43,821	£44,697	

¹ SCPs 4 and 5 were deleted from the national pay spine w.e.f. 1 October 2013 and 1 October 2015 respectively.

SCP		Salary 01/01/17	Salary 01/04/18
49	Senior Principal	£43,821	£44,697
50	Officer (1)	£44,744	£45,639
51		£45,650	£46,563
52		£46,557	£47,488
53	Senior Principal	£47,445	£48,394
54	Officer (2)	£48,308	£49,274
55		£49,171	£50,154
56		£50,095	£51,097
57		£50,994	£52,014
58		£51,899	£52,937
59	Education	£52,802	£53,858
60	Officer	£53,709	£54,783
61		£54,613	£55,705
62		£55,520	£56,630
63		£56,410	£57,538
64	Assistant	£57,321	£58,467
65	Senior	£58,232	£59,397
66	Education	£59,166	£60,349
67	Officer	£60,106	£61,308
68		£61,068	£62,289
69		£62,039	£63,280
70		£63,038	£64,299

**Former Ancillary and General Staff
Pay Award 1 April 2018**

		1 April 2017		1 April 2018	
Scale	Spine point	Annual Salary £	Hourly Rate £	Annual Salary £	Hourly Rate £
1(a)	4 ²	-	-		
	5 ²	-	-		
	6	15,014	7.9983	16394	8.7335
1(b)	6	15,014	7.9983	16394	8.7335
	7	15,115	8.0521	16495	8.7873
	8	15,246	8.1219	16626	8.8571
1(c)	9	15,375	8.1906	16755	8.9258
	10	15,613	8.3174	16863	8.9833
	11	15,807	8.4208	17007	9.0600
2	11	15,807	8.4208	17007	9.0600
	12	16,123	8.5891	17173	9.1485
	13	16,491	8.7852	17391	9.2646
3	14	16,781	8.9396	17681	9.4191
	15	17,072	9.0947	17972	9.5741
	16	17,419	9.2795	18319	9.7590
	17	17,772	9.4676	18672	9.9470
4	18	18,070	9.6263	18870	10.0525
	19	18,746	9.9864	19446	10.3594
	20	19,430	10.3508	19819	10.5581
	21	20,138	10.7280	20541	10.9427
5	22	20,661	11.0066	21074	11.2266
	23	21,268	11.3300	21693	11.5564
	24	21,962	11.6997	22401	11.9336
	25	22,658	12.0705	23111	12.3118

² SCPs 4 and 5 were deleted from the national pay spine w.e.f. 1 October 2013 and 1 October 2015 respectively.

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

	01/01/17	01/04/18
	£	£
<u>LABORATORY TECHNICIANS</u>		
Qualified Allowances	201	205
	146	149
<u>SOCIAL WORKERS</u>		
Standby Duty Allowance	27.90	28.46
<u>NURSERY STAFF</u>		
Special Education Needs Allowances		
Recognised/qualified	1,239	1,264
Unqualified	909	927
<u>DAY NURSERY STAFFS</u>		
Nursery Students	239	244
	145	148
<u>STAFF IN RESIDENTIAL ESTABLISHMENTS</u>		
Sleeping in Duty Payments	34.68	35.37

National Joint Council for Local Government Services

Employers' Secretary:
Simon Pannell

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Trade Union Secretaries
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Jim Kennedy, Unite
Heather Wakefield, UNISON

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

10 April 2018

Dear Chief Executive,

2018 and 2019 PAYSCALES & ALLOWANCES

Agreement has been reached between the National Employers and the NJC Trade Union Side on rates of pay applicable from **1 April 2018** and **1 April 2019**.

UNISON and GMB both voted to accept whilst Unite voted to reject. However, in line with the Constitution of the NJC, Unite accepts the collective majority decision of the other unions that the pay award should now be implemented.

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

The new rates for allowances up-rated by two per cent in each year are set out at **Annex 2**.

Yours sincerely

*Simon
Pannell*

Simon Pannell

*Rehana
Azam*

Rehana Azam

*Jim
Kennedy*

Jim Kennedy

Heather Wakefield

Heather Wakefield

Joint Secretaries

ANNEX 1

SCP	1 April 2017		1 April 2018		1 April 2019			Old SCP[s]
	£ per annum	£ per hour*	£ per annum	£ per hour*	New SCP	£ per annum	£ per hour*	
6	£15,014	£7.78	£16,394	£8.50	1	£17,364	£9.00	6/7
7	£15,115	£7.83	£16,495	£8.55				
8	£15,246	£7.90	£16,626	£8.62	2	£17,711	£9.18	8/9
9	£15,375	£7.97	£16,755	£8.68				
10	£15,613	£8.09	£16,863	£8.74	3	£18,065	£9.36	10/11
11	£15,807	£8.19	£17,007	£8.82				
12	£16,123	£8.36	£17,173	£8.90	4	£18,426	£9.55	12/13
13	£16,491	£8.55	£17,391	£9.01				
14	£16,781	£8.70	£17,681	£9.16	5	£18,795	£9.74	14/15
15	£17,072	£8.85	£17,972	£9.32				
16	£17,419	£9.03	£18,319	£9.50	6	£19,171	£9.94	16/17
17	£17,772	£9.21	£18,672	£9.68				
18	£18,070	£9.37	£18,870	£9.78	7	£19,554	£10.14	18
19	£18,746	£9.72	£19,446	£10.08	8	£19,945	£10.34	19
20	£19,430	£10.07	£19,819	£10.27	9	£20,344	£10.54	20
					10	£20,751	£10.76	
21	£20,138	£10.44	£20,541	£10.65	11	£21,166	£10.97	21
22	£20,661	£10.71	£21,074	£10.92	12	£21,589	£11.19	22
					13	£22,021	£11.41	
23	£21,268	£11.02	£21,693	£11.24	14	£22,462	£11.64	23
24	£21,962	£11.38	£22,401	£11.61	15	£22,911	£11.88	24
					16	£23,369	£12.11	
25	£22,658	£11.74	£23,111	£11.98	17	£23,836	£12.35	25
					18	£24,313	£12.60	
26	£23,398	£12.13	£23,866	£12.37	19	£24,799	£12.85	26
27	£24,174	£12.53	£24,657	£12.78	20	£25,295	£13.11	27
					21	£25,801	£13.37	
28	£24,964	£12.94	£25,463	£13.20	22	£26,317	£13.64	28
29	£25,951	£13.45	£26,470	£13.72	23	£26,999	£13.99	29
30	£26,822	£13.90	£27,358	£14.18	24	£27,905	£14.46	30
31	£27,668	£14.34	£28,221	£14.63	25	£28,785	£14.92	31
32	£28,485	£14.76	£29,055	£15.06	26	£29,636	£15.36	32
33	£29,323	£15.20	£29,909	£15.50	27	£30,507	£15.81	33
34	£30,153	£15.63	£30,756	£15.94	28	£31,371	£16.26	34
35	£30,785	£15.96	£31,401	£16.28	29	£32,029	£16.60	35
36	£31,601	£16.38	£32,233	£16.71	30	£32,878	£17.04	36

SCP	1 April 2017		1 April 2018		1 April 2019			Old SCP[s]
	<i>£ per annum</i>	<i>£ per hour</i>	£ per annum	£ per hour	New SCP	£ per annum	£ per hour	
37	<i>£32,486</i>	<i>£16.84</i>	£33,136	£17.18	31	£33,799	£17.52	37
38	<i>£33,437</i>	<i>£17.33</i>	£34,106	£17.68	32	£34,788	£18.03	38
39	<i>£34,538</i>	<i>£17.90</i>	£35,229	£18.26	33	£35,934	£18.63	39
40	<i>£35,444</i>	<i>£18.37</i>	£36,153	£18.74	34	£36,876	£19.11	40
41	<i>£36,379</i>	<i>£18.86</i>	£37,107	£19.23	35	£37,849	£19.62	41
42	<i>£37,306</i>	<i>£19.34</i>	£38,052	£19.72	36	£38,813	£20.12	42
43	<i>£38,237</i>	<i>£19.82</i>	£39,002	£20.22	37	£39,782	£20.62	43
44	<i>£39,177</i>	<i>£20.31</i>	£39,961	£20.71	38	£40,760	£21.13	44
45	<i>£40,057</i>	<i>£20.76</i>	£40,858	£21.18	39	£41,675	£21.60	45
46	<i>£41,025</i>	<i>£21.26</i>	£41,846	£21.69	40	£42,683	£22.12	46
47	<i>£41,967</i>	<i>£21.75</i>	£42,806	£22.19	41	£43,662	£22.63	47
48	<i>£42,899</i>	<i>£22.24</i>	£43,757	£22.68	42	£44,632	£23.13	48
49	<i>£43,821</i>	<i>£22.71</i>	£44,697	£23.17	43	£45,591	£23.63	49

*hourly rate calculated by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week in the National Agreement 'Green Book')

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

1 April 2018	1 April 2019
£35.37	£36.08

**RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2018 and 1 APRIL 2019
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

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

1 April 2018	1 April 2019
£1,264	£1,289

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance:

1 April 2018	1 April 2019
£205	£209

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

1 April 2018	1 April 2019
£149	£152

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2018	1 April 2019
£857	£874

Outer Fringe Area:

1 April 2018	1 April 2019
£597	£609

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

1 April 2018	1 April 2019
£28.46	£29.03

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

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

Inner Fringe Area:

1 April 2018

£857

1 April 2019

£874

Outer Fringe Area:

1 April 2018

£597

1 April 2019

£609