

# JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

29 March 2019

To JNC Council Members  
MSO/TUSO

**Joint Negotiating Council Circular No. 251  
Pay Award with effect from 1 April 2019 (NJC Agreement dated 10 April 2018)  
Assimilation to the new NJC pay spine**


Correspondence from the Department of Education dated 27 March 2019 has confirmed that temporary cover has been secured to enable EA to meet its contractual obligations regarding revalorisation and incremental progression (where appropriate) of eligible staff with effect from **1 April 2019**. The NJC pay agreement for 2018 – 2020 included the introduction of a new pay spine on 1 April 2019 and staff will be assimilated to the appropriate point on the new scale.

The Joint Secretaries of the Joint Negotiating Council have agreed the revised rates of pay applicable from 1 April 2019.

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.

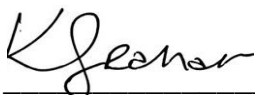
Please note that this is the second year of a two year pay award.

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.



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**Management Side Secretary  
R McGreevy**



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**Trade Union Side Secretary  
K Graham**



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**Trade Union Side Secretary  
A Speed**



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**Trade Union Side Secretary  
D Walker**



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**Trade Union Side Secretary  
M Keenan**

ANNEX 1						
Pay Award w.e.f. 01 April 2019 (assimilation to new pay spine)						
Grade	SCP	Salary w.e.f.	Assimilate to:	Salary w.e.f.		Old SCP[s]
		01/04/2018		01/04/2019	£ per annum	
Clerical Officer	6	£16,394	→	1	£17,364	6/7
	7	£16,495				
	8	£16,626	→	2	£17,711	8/9
	9	£16,755				
	10	£16,863	→	3	£18,065	10/11
	11	£17,007				
Senior Clerical Officer	12	£17,173	→	4	£18,426	12/13
	13	£17,391				
	14	£17,681	→	5	£18,795	14/15
	15	£17,972				
Executive Officer	16	£18,319	→	6	£19,171	16/17
	17	£18,672				
	18	£18,870	→	7	£19,554	18
	19	£19,446	→	8	£19,945	19
	20	£19,819	→	9	£20,344	20
				10	£20,751	
	21	£20,541	→	11	£21,166	21
	22	£21,074	→	12	£21,589	22
				13	£22,021	
	23	£21,693	→	14	£22,462	23
24	£22,401	→	15	£22,911	24	
			16	£23,369		
	£23,111	→	17	£23,836	25	
			18	£24,313		
Senior Executive Officer	26	£23,866	→	19	£24,799	26
	27	£24,657	→	20	£25,295	27
				21	£25,801	
	28	£25,463	→	22	£26,317	28
	29	£26,470	→	23	£26,999	29
	30	£27,358	→	24	£27,905	30
31	£28,221	→	25	£28,785	31	
	£29,055		26	£29,636	32	
Admin Officer	33	£29,909	→	27	£30,507	33
	34	£30,756	→	28	£31,371	34
	35	£31,401	→	29	£32,029	35
	36	£32,233	→	30	£32,878	36
	£33,136		31	£33,799	37	
Senior Admin Officer	38	£34,106	→	32	£34,788	38
	39	£35,229	→	33	£35,934	39
	40	£36,153	→	34	£36,876	40
	41	£37,107	→	35	£37,849	41
Assistant Principal Officer	42	£38,052	→	36	£38,813	42
	43	£39,002	→	37	£39,782	43
	44	£39,961	→	38	£40,760	44
Principal Officer	45	£40,858	→	39	£41,675	45
	46	£41,846	→	40	£42,683	46
	47	£42,806	→	41	£43,662	47
	48	£43,757	→	42	£44,632	48
	49	£44,697	→	43	£45,591	49
Senior Principal Officer (1)	49	£44,697	→	43	45,591	49
	50	£45,639	→	44	46,552	50
	51	£46,563	→	45	47,494	51
	52	£47,488	→	46	48,438	52
Senior Principal Officer (2)	52	£47,488	→	46	48,438	52
	53	£48,394	→	47	49,362	53
	54	£49,274	→	48	50,259	54
	55	£50,154	→	49	51,157	55
	£51,097		50	£52,119	56	
	£52,014		51	£53,054	57	
Education Officer	58	£52,937	→	52	53,996	58
	59	£53,858	→	53	54,935	59
	60	£54,783	→	54	55,879	60
	61	£55,705	→	55	56,819	61
	62	£56,630		56	£57,763	62
	£57,538		57	£58,689	63	
Assistant Senior Education Officer	64	£58,467	→	58	59,636	64
	65	£59,397	→	59	60,585	65
	66	£60,349	→	60	61,556	66
	67	£61,308	→	61	62,534	67
	68	£62,289		62	63,535	68
	£63,280		63	64,546	69	
	£64,299		64	65,585	70	

Former A&G Staff  
See Annex 1a

**Former Ancillary and General Staff  
Pay Award w.e.f. 01 April 2019 (assimilation to new pay spine)**

ANNEX 1a								
Grade	Spine point	Salary w.e.f. 01/04/2018	Hourly Rate	Assimilate to:	New SCP	Salary w.e.f. 01/04/2019	Hourly Rate	Old SCP[s]
		£	£			£	£	
Scale 1(a)	6	£16,394	8.7335	→	1	£17,364	9.2502	6
Scale 1(b)	6	£16,394	8.7335	→	1	£17,364	9.2502	6/7
	7	£16,495	8.7873	→				
Scale 1(c)	8	£16,626	8.8571	→	2	£17,711	9.4351	8
	9	£16,755	8.9258	→	3	£18,065	9.6237	10/11
10	£16,863	8.9833	→					
11	£17,007	9.0600	→					
Scale 2	11	£17,007	9.0600	→	3	£18,065	9.6237	11
	12	£17,173	9.1485	→	4	£18,426	9.8160	12/13
13	£17,391	9.2646	→					
Scale 3	14	£17,681	9.4191	→	5	£18,795	10.0126	14/15
	15	£17,972	9.5741	→				
Scale 4	16	£18,319	9.7590	→	6	£19,171	10.2129	16/17
	17	£18,672	9.9470	→				
Scale 4	18	£18,870	10.0525	→	7	£19,554	10.4169	18
	19	£19,446	10.3594	→	8	£19,945	10.6252	19
Scale 5	20	£19,819	10.5581	→	9	£20,344	10.8377	20
Scale 5	21	£20,541	10.9427	→	11	£21,166	11.2756	21
	22	£21,074	11.2266	→	12	£21,589	11.5010	22
Scale 5					13	£22,021	11.7311	
	23	£21,693	11.5564	→	14	£22,462	11.9661	23
Scale 5	24	£22,401	11.9336	→	15	£22,911	12.2053	24
					16	£23,369	12.4492	
Scale 5	25	£23,111	12.3118	→	17	£23,836	12.6980	25

[1] 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**

	01/04/18	01/04/19
	£	£
<b><u>LABORATORY TECHNICIANS</u></b>		
Qualified Allowances	205	209
	149	152
<b><u>SOCIAL WORKERS</u></b>		
Standby Duty Allowance	28.46	29.03
<b><u>NURSERY STAFF</u></b>		
Special Education Needs Allowances		
Recognised/qualified	1,264	1,289
Unqualified	927	945
<b><u>DAY NURSERY STAFFS</u></b>		
Nursery Students	244	249
	148	151
<b><u>STAFF IN RESIDENTIAL ESTABLISHMENTS</u></b>		
Sleeping in Duty Payments	35.37	36.08

# National Joint Council for Local Government Services

**Employers' Secretary:**  
Simon Pannell

**Address for correspondence:**  
Local Government Association  
18 Smith Square  
London SW1P 3HZ  
Tel: 020 7187 7373  
[info@local.gov.uk](mailto:info@local.gov.uk)

**Trade Union Secretaries**  
Rehana Azam, GMB  
Jim Kennedy, Unite  
Heather Wakefield, UNISON

**Address for correspondence:**  
UNISON Centre  
130 Euston Road  
London NW1 2AY  
Tel: 0845 3550845  
[localgovernment@unison.co.uk](mailto:localgovernment@unison.co.uk)

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

<b>1 April 2018</b>	<b>1 April 2019</b>
£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**

<b>1 April 2018</b>	<b>1 April 2019</b>
£1,264	£1,289

**Paragraph 28(14) Laboratory / Workshop Technicians**

City and Guilds Science Laboratory Technician's Certificate Allowance:

<b>1 April 2018</b>	<b>1 April 2019</b>
£205	£209

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

<b>1 April 2018</b>	<b>1 April 2019</b>
£149	£152

**Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum**

Inner Fringe Area:

<b>1 April 2018</b>	<b>1 April 2019</b>
£857	£874

Outer Fringe Area:

<b>1 April 2018</b>	<b>1 April 2019</b>
£597	£609

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

<b>1 April 2018</b>	<b>1 April 2019</b>
£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