

JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

28 June 2016

To JNC Council Members
MSO/TUSO
EA Directors

**Joint Negotiating Council Circular No. 230
Pay Award with effect from 1 April 2016 and 1 April 2017 –
NJC Agreement dated 16 May 2016**

The Joint Secretaries of the Joint Negotiating Council have examined the NJC Agreement dated 16 May 2016 and have agreed the revised rates of pay applicable from 1 April 2016 and 1 April 2017.

The revised rates, up-rated in line with the headline pay increase of 1%, 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.



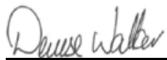
Management Side Secretary [Acting]
R McGreevy



Trade Union Side Secretary
K Bannon



Trade Union Side Secretary
A Speed



Trade Union Side Secretary
D Walker



Trade Union Side Secretary
D Edmont

SCP		Salary 01/01/15	Salary 01/04/16	Salary 01/04/17	
5 ¹		£13,500	£-	£-	
6		£13,614	£14,514	£15,014	
7		£13,715	£14,615	£15,115	
8	Clerical	£13,871	£14,771	£15,246	
9	Officer	£14,075	£14,975	£15,375	
10		£14,338	£15,238	£15,613	
11		£15,207	£15,507	£15,807	
12		£15,523	£15,823	£16,123	
13		£15,941	£16,191	£16,491	
14		£16,231	£16,481	£16,781	Former A&G Staff See Annex 1a
15	Senior Clerical	£16,572	£16,772	£17,072	
16	Officer	£16,969	£17,169	£17,419	
17		£17,372	£17,547	£17,772	
18		£17,714	£17,891	£18,070	
19		£18,376	£18,560	£18,746	
20		£19,048	£19,238	£19,430	
21	Executive	£19,742	£19,939	£20,138	
22	Officer	£20,253	£20,456	£20,661	
23		£20,849	£21,057	£21,268	
24		£21,530	£21,745	£21,962	
25		£22,212	£22,434	£22,658	
26		£22,937	£23,166	£23,398	
27	Senior	£23,698	£23,935	£24,174	
28	Executive Officer	£24,472	£24,717	£24,964	
29		£25,440	£25,694	£25,951	
30		£26,293	£26,556	£26,822	
31		£27,123	£27,394	£27,668	
32		£27,924	£28,203	£28,485	
33		£28,746	£29,033	£29,323	
34	Administrative	£29,558	£29,854	£30,153	
35	Officer	£30,178	£30,480	£30,785	
36		£30,978	£31,288	£31,601	
37		£31,846	£32,164	£32,486	
38		£32,778	£33,106	£33,437	
39	Senior Admin	£33,857	£34,196	£34,538	
40	Officer	£34,746	£35,093	£35,444	
41		£35,662	£36,019	£36,379	
42		£36,571	£36,937	£37,306	
43	Assistant	£37,483	£37,858	£38,237	
44	Principal Officer	£38,405	£38,789	£39,177	
45		£39,267	£39,660	£40,057	
46		£40,217	£40,619	£41,025	
47	Principal	£41,140	£41,551	£41,967	
48	Officer	£42,053	£42,474	£42,899	
49		£42,957	£43,387	£43,821	

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 01/01/15	Salary 01/04/16	Salary 01/04/17
49	Senior Principal	£42,957	£43,387	£43,821
50	Officer (1)	£43,862	£44,301	£44,744
51		£44,751	£45,198	£45,650
52		£45,640	£46,096	£46,557
53	Senior Principal	£46,510	£46,975	£47,445
54	Officer (2)	£47,356	£47,830	£48,308
55		£48,202	£48,684	£49,171
56		£49,108	£49,599	£50,095
57		£49,989	£50,489	£50,994
58		£50,876	£51,385	£51,899
59	Education	£51,761	£52,279	£52,802
60	Officer	£52,651	£53,177	£53,709
61		£53,537	£54,072	£54,613
62		£54,426	£54,970	£55,520
63		£55,299	£55,852	£56,410
64	Assistant	£56,192	£56,754	£57,321
65	Senior	£57,084	£57,655	£58,232
66	Education	£58,000	£58,580	£59,166
67	Officer	£58,922	£59,511	£60,106
68		£59,864	£60,463	£61,068
69		£60,817	£61,425	£62,039
70		£61,796	£62,414	£63,038

**Former Ancillary and General Staff
Pay Award 1 April 2016 and 1 April 2017**

		1 January 2015		1 April 2016		1 April 2017	
Scale	Spine point	Annual Salary £	Hourly Rate £	Annual Salary £	Hourly Rate £	Annual Salary £	Hourly Rate £
1(a)	4 ²	-	-	-	-	-	-
	5 ²	13,500	7.1918	-	-	-	-
	6	13,614	7.2525	14,514	7.7320	15,014	7.9983
1(b)	6	13,614	7.2525	14,514	7.7320	15,014	7.9983
	7	13,715	7.3063	14,615	7.7858	15,115	8.0521
	8	13,871	7.3894	14,771	7.8689	15,246	8.1219
1(c)	9	14,075	7.4981	14,975	7.9775	15,375	8.1906
	10	14,338	7.6382	15,238	8.1177	15,613	8.3174
	11	15,207	8.1011	15,507	8.2610	15,807	8.4208
2	11	15,207	8.1011	15,507	8.2610	15,807	8.4208
	12	15,523	8.2695	15,823	8.4293	16,123	8.5891
	13	15,941	8.4922	16,191	8.6253	16,491	8.7852
3	14	16,231	8.6467	16,481	8.7798	16,781	8.9396
	15	16,572	8.8283	16,772	8.9348	17,072	9.0947
	16	16,969	9.0398	17,169	9.1463	17,419	9.2795
	17	17,372	9.2545	17,547	9.3477	17,772	9.4676
4	18	17,714	9.4367	17,891	9.5310	18,070	9.6263
	19	18,376	9.7893	18,560	9.8874	18,746	9.9864
	20	19,048	10.1473	19,238	10.2485	19,430	10.3508
	21	19,742	10.5170	19,939	10.6220	20,138	10.7280
5	22	20,253	10.7893	20,456	10.8974	20,661	11.0066
	23	20,849	11.1068	21,057	11.2176	21,268	11.3300
	24	21,530	11.4696	21,745	11.5841	21,962	11.6997
	25	22,212	11.8329	22,434	11.9511	22,658	12.0705

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**

	01/01/15 £	01/04/16 £	01/04/17 £
<u>LABORATORY TECHNICIANS</u>			
Qualified Allowances	197	199	201
	144	145	146
<u>SOCIAL WORKERS</u>			
Standby Duty Allowance	27.35	27.62	27.90
<u>NURSERY STAFF</u>			
Special Education Needs Allowances			
Recognised/qualified	1,215	1,227	1,239
Unqualified	891	900	909
<u>DAY NURSERY STAFFS</u>			
Nursery Students	235	237	239
	143	144	145
<u>STAFF IN RESIDENTIAL ESTABLISHMENTS</u>			
Sleeping in Duty Payments	34.00	34.34`	34.68

National Joint Council for Local Government Services

Employers' Secretary:
Sarah Messenger

Trade Union Secretaries
Justin Bowden, GMB
Fiona Farmer, 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

16 May 2016

Dear Chief Executive,

2016 and 2017 PAYSCALES & ALLOWANCES

The rates of pay applicable from **1 April 2016** and **1 April 2017** are attached at **Annex 1**.

The new rates for allowances up-rated in line with the headline pay increase of one per cent in each year are set out at **Annex 2**.

Agreement has been reached with the NJC Trade Union Side on these rates, (with UNISON and GMB voting to accept).

Joint Reviews of Term-Time Working and the National Pay Spine:

The NJC will shortly agree and publish Terms of Reference and timetables for these reviews.

Yours sincerely

Sarah Messenger
Justin Bowden
Fiona Farmer
Heather Wakefield

Joint Secretaries

SCP	1 April 2016		1 April 2017	
	per annum	per hour*	per annum	per hour*
6	£14,514	£7.52	£15,014	£7.78
7	£14,615	£7.58	£15,115	£7.83
8	£14,771	£7.66	£15,246	£7.90
9	£14,975	£7.76	£15,375	£7.97
10	£15,238	£7.90	£15,613	£8.09
11	£15,507	£8.04	£15,807	£8.19
12	£15,823	£8.20	£16,123	£8.36
13	£16,191	£8.39	£16,491	£8.55
14	£16,481	£8.54	£16,781	£8.70
15	£16,772	£8.69	£17,072	£8.85
16	£17,169	£8.90	£17,419	£9.03
17	£17,547	£9.10	£17,772	£9.21
18	£17,891	£9.27	£18,070	£9.37
19	£18,560	£9.62	£18,746	£9.72
20	£19,238	£9.97	£19,430	£10.07
21	£19,939	£10.33	£20,138	£10.44
22	£20,456	£10.60	£20,661	£10.71
23	£21,057	£10.91	£21,268	£11.02
24	£21,745	£11.27	£21,962	£11.38
25	£22,434	£11.63	£22,658	£11.74
26	£23,166	£12.01	£23,398	£12.13
27	£23,935	£12.41	£24,174	£12.53
28	£24,717	£12.81	£24,964	£12.94
29	£25,694	£13.32	£25,951	£13.45
30	£26,556	£13.76	£26,822	£13.90
31	£27,394	£14.20	£27,668	£14.34
32	£28,203	£14.62	£28,485	£14.76
33	£29,033	£15.05	£29,323	£15.20
34	£29,854	£15.47	£30,153	£15.63
35	£30,480	£15.80	£30,785	£15.96
36	£31,288	£16.22	£31,601	£16.38
37	£32,164	£16.67	£32,486	£16.84
38	£33,106	£17.16	£33,437	£17.33
39	£34,196	£17.72	£34,538	£17.90
40	£35,093	£18.19	£35,444	£18.37
41	£36,019	£18.67	£36,379	£18.86
42	£36,937	£19.15	£37,306	£19.34
43	£37,858	£19.62	£38,237	£19.82
44	£38,789	£20.11	£39,177	£20.31
45	£39,660	£20.56	£40,057	£20.76
46	£40,619	£21.05	£41,025	£21.26
47	£41,551	£21.54	£41,967	£21.75
48	£42,474	£22.02	£42,899	£22.24
49	£43,387	£22.49	£43,821	£22.71

*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 2016	1 April 2017
£34.34	£34.68

RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2016 and 1 APRIL 2017 (FORMER APT&C AGREEMENT (PURPLE BOOK))

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

1 April 2016	1 April 2017
£1,227	£1,239

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance:

1 April 2016	1 April 2017
£199	£201

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

1 April 2016	1 April 2017
£145	£146

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2016	1 April 2017
£832	£840

Outer Fringe Area:

1 April 2016	1 April 2017
£579	£585

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

1 April 2016	1 April 2017
£27.62	£27.90

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

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

Inner Fringe Area:

1 April 2016
£832

1 April 2017
£840

Outer Fringe Area:

1 April 2016
£579

1 April 2017
£585