

# JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

05 May 2020

To JNC Council Members  
MSO/TUSO

**Joint Negotiating Council Circular No. 251A  
Pay Award with effect from 1 April 2019 (NJC Agreement dated 10 April 2018) :  
Incremental Progression with effect from 01 April 2020**

## **Temporary cover to enable payment of incremental progression for 2020/2021**

Further to Department of Education correspondence dated 27 March 2019 which secured temporary cover to enable EA to meet its contractual obligations regarding NJC pay (including the introduction of a new pay spine with effect from 1 April 2019), the Department of Education has again secured temporary cover to enable the Education Authority to meet its contractual obligations regarding incremental progression (where appropriate) to eligible staff with effect from **1 April 2020**.

Please note that the applicable rates [with effect from 1 April 2019] are detailed in Annex 1.

The Joint Secretaries of the Joint Negotiating Council have agreed the payment of incremental progression with effect from 1 April 2020.



\_\_\_\_\_  
**Management Side Secretary**  
R McGreevy



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**Trade Union Side Secretary**  
A Law



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**Trade Union Side Secretary**  
A Speed



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**Trade Union Side Secretary**  
J Donley



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**Trade Union Side Secretary**  
K Ellison

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		
	25	£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	
	32	£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
	37	£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
	45	£40,858	→	39	£41,675	45
Principal Officer	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
	56	£51,097		50	£52,119	56
	57	£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
	63	£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
	69	£63,280		63	64,546	69
	70	£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	→	2	£17,711	9.4351	9
	10	£16,863	8.9833	→				
Scale 2	11	£17,007	9.0600	→	3	£18,065	9.6237	10/11
	11	£17,007	9.0600	→				
	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	→				
	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
	20	£19,819	10.5581	→	9	£20,344	10.8377	20
					10	£20,751	11.0546	
	21	£20,541	10.9427	→	11	£21,166	11.2756	21
Scale 5	22	£21,074	11.2266	→	12	£21,589	11.5010	22
					13	£22,021	11.7311	
	23	£21,693	11.5564	→	14	£22,462	11.9661	23
	24	£22,401	11.9336	→	15	£22,911	12.2053	24
					16	£23,369	12.4492	
	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

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