

JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

09 September 2020

To JNC Council Members
MSO/TUSO

Joint Negotiating Council Circular No. 270

Pay Award with effect from 1 April 2020 (NJC Pay Agreement dated 24 August 2020):

Temporary cover

Further to Department of Education correspondence dated 03 September 2020, temporary cover has been secured to enable the EA to meet its contractual obligations regarding the payment of revalorisation increases to eligible staff with effect from **1 April 2020**.

Please note that the applicable rates [with effect from 1 April 2020] are detailed in Annex 1. Annex 2 replicates the national pay agreement for information.

With effect from 1 April 2020, minimum annual leave will increase from 21 to 22 days for employees with less than five years' service. Equivalent leave entitlement should be calculated for employees with alternative working patterns.

The Joint Secretaries of the Joint Negotiating Council for the Education Authority have agreed to the implementation of the pay award (revalorisation) with effect from 1 April 2020.



Management Side Secretary
R McGreevy



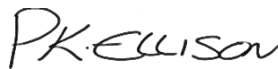
Trade Union Side Secretary
A Law



Trade Union Side Secretary
A Speed



Trade Union Side Secretary
J Donley



Trade Union Side Secretary
K Ellison

Pay Award with effect from 01 April 2020

Grade	Old SCP	New SCP	Salary w.e.f. 01.04.2019	Salary w.e.f. 01.04.2020
			£ per annum	£ per annum
Clerical Officer	6/7	1	£17,364	£17,842
	8/9	2	£17,711	£18,198
	10/11	3	£18,065	£18,562
	12/13	4	£18,426	£18,933
Senior Clerical Officer	14/15	5	£18,795	£19,312
	16/17	6	£19,171	£19,698
Executive Officer	18	7	£19,554	£20,092
	19	8	£19,945	£20,493
	20	9	£20,344	£20,903
		10	£20,751	£21,322
	21	11	£21,166	£21,748
	22	12	£21,589	£22,183
		13	£22,021	£22,627
	23	14	£22,462	£23,080
	24	15	£22,911	£23,541
		16	£23,369	£24,012
	17	£23,836	£24,491	
	18		£24,313	£24,982
Senior Executive Officer	26	19	£24,799	£25,481
	27	20	£25,295	£25,991
		21	£25,801	£26,511
	28	22	£26,317	£27,041
	29	23	£26,999	£27,741
	30	24	£27,905	£28,672
	31	25	£28,785	£29,577
	26		£29,636	£30,451
Admin Officer	33	27	£30,507	£31,346
	34	28	£31,371	£32,234
	35	29	£32,029	£32,910
	36	30	£32,878	£33,782
	31		£33,799	£34,728
Senior Admin Officer	38	32	£34,788	£35,745
	39	33	£35,934	£36,922
	40	34	£36,876	£37,890
	41	35	£37,849	£38,890
Assistant Principal Officer	42	36	£38,813	£39,880
	43	37	£39,782	£40,876
	44	38	£40,760	£41,881
	45	39	£41,675	£42,821
Principal Officer	46	40	£42,683	£43,857
	47	41	£43,662	£44,863
	48	42	£44,632	£45,859
	49	43	£45,591	£46,845
Senior Principal Officer (1)	49	43	45,591	£46,845
	50	44	46,552	£47,832
	51	45	47,494	£48,800
	52	46	48,438	£49,770
Senior Principal Officer (2)	52	46	48,438	£49,770
	53	47	49,362	£50,719
	54	48	50,259	£51,642
	55	49	51,157	£52,564
	50		£52,119	£53,552
	51		£53,054	£54,513
Education Officer	58	52	53,996	£55,481
	59	53	54,935	£56,446
	60	54	55,879	£57,415
	61	55	56,819	£58,382
	62	56	£57,763	£59,351
	57		£58,689	£60,303
Assistant Senior Education Officer	64	58	59,636	£61,276
	65	59	60,585	£62,251
	66	60	61,556	£63,249
	67	61	62,534	£64,254

Former
A&G Staff
See
Annex 1a

**Former Ancillary and General Staff
Pay Award w.e.f. 01 April 2020**

Grade	Old SCP[s]	New SCP	Salary w.e.f. 01/04/2019	Hourly Rate	Salary w.e.f. 01/04/2020	Hourly Rate
			£	£	£	£
Scale 1(a)	6	1	£17,364	9.2502	£17,842	9.5049
Scale 1(b)	6/7	1	£17,364	9.2502	£17,842	9.5049
	8	2	£17,711	9.4351	£18,198	9.6945
Scale 1(c)	9	2	£17,711	9.4351	£18,198	9.6945
	10/11	3	£18,065	9.6237	£18,562	9.8884
Scale 2	11	3	£18,065	9.6237	£18,562	9.8884
	12/13	4	£18,426	9.8160	£18,933	10.0861
Scale 3	14/15	5	£18,795	10.0126	£19,312	10.2880
	16/17	6	£19,171	10.2129	£19,698	10.4936
Scale 4	18	7	£19,554	10.4169	£20,092	10.7035
	19	8	£19,945	10.6252	£20,493	10.9171
	20	9	£20,344	10.8377	£20,903	11.1355
		10	£20,751	11.0546	£21,322	11.3588
	21	11	£21,166	11.2756	£21,748	11.5857
Scale 5	22	12	£21,589	11.5010	£22,183	11.8174
		13	£22,021	11.7311	£22,627	12.0540
	23	14	£22,462	11.9661	£23,080	12.2953
	24	15	£22,911	12.2053	£23,541	12.5409
		16	£23,369	12.4492	£24,012	12.7918
	25	17	£23,836	12.6980	£24,491	13.0470

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

	01/04/19	01/04/20
	£	£
<u>LABORATORY TECHNICIANS</u>		
Qualified Allowances	209	215
	152	156
<u>SOCIAL WORKERS</u>		
Standby Duty Allowance	29.03	29.83
<u>NURSERY STAFF</u>		
Special Education Needs Allowances		
Recognised/qualified	1,289	1,324
Unqualified	945	971
<u>DAY NURSERY STAFFS</u>		
Nursery Students	249	256
	151	155
<u>STAFF IN RESIDENTIAL ESTABLISHMENTS</u>		
Sleeping in Duty Payments	36.08	37.07

National Joint Council for local government services

Employers' Secretary
Naomi Cooke

Trade Union Secretaries
Rehana Azam, GMB
Jim Kennedy, Unite
Jon Richards, UNISON

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0845

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Address for correspondence

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

24 August 2020

Dear Chief Executive,

LOCAL GOVERNMENT SERVICES' PAY AGREEMENT 2020-21

Pay

Agreement has been reached between the National Employers and the NJC Trade Union Side on rates of pay applicable from **1 April 2020**.

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 will now be implemented.

The new pay rates are attached at **Annex 1**. The new rates for allowances, up-rated by 2.75 per cent, are set out at **Annex 2**.

The NJC has also agreed to enter into discussions on examining all options for ensuring the sector – and the NJC pay spine - can meet the challenge of the Government's target for the National Living Wage in the coming years.

Annual Leave

The NJC has also agreed that from **1 April 2020**, minimum annual leave will increase from 21 to 22 days for employees with less than five years' service.

The National Agreement Part 2 Para 7.2 will therefore, with effect from **1 April 2020**, be amended to read as follows:

7.2 Annual Leave

The minimum paid annual leave entitlement is twenty-two days with a further three days after five years of continuous service. The entitlement as expressed applies to five day working patterns. For alternative working patterns an equivalent leave entitlement should be calculated.

Stress and Mental Health

The NJC has further agreed that the Joint Secretaries will begin discussions on “a comprehensive joint national review of the workplace causes of stress and mental health”

Yours sincerely,

Naomi

Cooke

Naomi Cooke



Rehana Azam



Jim Kennedy



Jon Richards

SCP	01-Apr-19		01-Apr-20	
	per annum	per hour	per annum	per hour
1	£17,364	£9.00	£17,842	£9.25
2	£17,711	£9.18	£18,198	£9.43
3	£18,065	£9.36	£18,562	£9.62
4	£18,426	£9.55	£18,933	£9.81
5	£18,795	£9.74	£19,312	£10.01
6	£19,171	£9.94	£19,698	£10.21
7	£19,554	£10.14	£20,092	£10.41
8	£19,945	£10.34	£20,493	£10.62
9	£20,344	£10.54	£20,903	£10.83
10	£20,751	£10.76	£21,322	£11.05
11	£21,166	£10.97	£21,748	£11.27
12	£21,589	£11.19	£22,183	£11.50
13	£22,021	£11.41	£22,627	£11.73
14	£22,462	£11.64	£23,080	£11.96
15	£22,911	£11.88	£23,541	£12.20
16	£23,369	£12.11	£24,012	£12.45
17	£23,836	£12.35	£24,491	£12.69
18	£24,313	£12.60	£24,982	£12.95
19	£24,799	£12.85	£25,481	£13.21
20	£25,295	£13.11	£25,991	£13.47
21	£25,801	£13.37	£26,511	£13.74
22	£26,317	£13.64	£27,041	£14.02
23	£26,999	£13.99	£27,741	£14.38
24	£27,905	£14.46	£28,672	£14.86
25	£28,785	£14.92	£29,577	£15.33
26	£29,636	£15.36	£30,451	£15.78
27	£30,507	£15.81	£31,346	£16.25
28	£31,371	£16.26	£32,234	£16.71
29	£32,029	£16.60	£32,910	£17.06
30	£32,878	£17.04	£33,782	£17.51
31	£33,799	£17.52	£34,728	£18.00
32	£34,788	£18.03	£35,745	£18.53
33	£35,934	£18.63	£36,922	£19.14
34	£36,876	£19.11	£37,890	£19.64
35	£37,849	£19.62	£38,890	£20.16
36	£38,813	£20.12	£39,880	£20.67
37	£39,782	£20.62	£40,876	£21.19
38	£40,760	£21.13	£41,881	£21.71
39	£41,675	£21.60	£42,821	£22.20
40	£42,683	£22.12	£43,857	£22.73
41	£43,662	£22.63	£44,863	£23.25
42	£44,632	£23.13	£45,859	£23.77
43	£45,591	£23.63	£46,845	£24.28

*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)

ANNEX 2

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

1 April 2020
£37.07

RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2020 (FORMER APT&C AGREEMENT (PURPLE BOOK))

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

1 April 2020
£1,324

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance:

1 April 2020
£215

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

1 April 2020
£156

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2020
£898

Outer Fringe Area:

1 April 2020
£626

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

1 April 2020
£29.83

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

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

Inner Fringe Area:

1 April 2020

£898

Outer Fringe Area:

1 April 2020

£626