

JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

DATE 06 July 2021

To:- Council Members
MSO/TUSO

JOINT NEGOTIATING COUNCIL CIRCULAR NO. 284

JNC for Youth and Community Workers - Pay Increase for 2020/2021 JES Circular No. 219 dated 05 October 2020

Further to Department of Education correspondence dated 01 July 2021, approval has been granted to enable the Education Authority to meet its contractual obligations regarding the payment of revalorisation and incremental progression increases to eligible staff within the Youth and Community Workers group for 2020/2021.

The Joint Secretaries of the Joint Negotiating Council for the Education Authority have examined the JES Circular No. 219 (copy attached for information), and have agreed to the implementation of the revised rates of pay with effect from **1 September 2020**.

The revised salary ranges are attached at Appendix 1. Revised rates for the salary structure are detailed in Appendix 2.

Please note that staff on the Assistant Youth Support Worker scale have been placed on point 5 of the Support Worker range as an interim measure pending a review following the deletion, at national level, of points 3 and 4 of the Support Worker Range with effect from 01 September 2020.



Management Side Secretary
R McGreevy



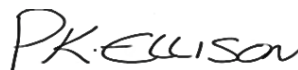
Trade Union Side Secretary
A Law



Trade Union Side Secretary
A Speed



Trade Union Side Secretary
J Donley



Trade Union Side Secretary
K Ellison

Youth and Community Support Worker Range

Pay Points	01.09.19 £	01.09.20 £	Professional Range		
2	-	DELETED ²			
3	18,117	DELETED ³			
4	18,431	DELETED ³			
5	18,791	19,308			
6	19,106	19,631			
7	19,389	19,922			
8	20,038	20,589			
9	20,865	21,439			
10	21,512	22,104			
11	22,558	23,178		01.09.19	01.09.20
12	23,580	24,228		£	£
13	24,636	25,313	13	24,636	25,313
14	25,729	26,437	14	25,729	26,437
15	26,474	27,202	15	26,474	27,202
16	27,252	28,001	16	27,252	28,001
17	28,017	28,787	17	28,017	28,787
			18	28,787	29,579
			19	29,551	30,364
			20	30,318	31,152
			21	31,179	32,036
			22	32,155	33,039
			23	33,105	34,015
			24	34,060	34,997
			25	35,022	35,985
			26	35,983	36,973
			27	36,945	37,961
			28	37,918	38,961
			29	38,884	39,953
			30	39,851	40,947

Additions for longer training and/or higher qualifications

(Paragraph 21 of the JNC Report for Youth and Community Workers refers):-

This allowance was discontinued w.e.f. 1 September 2005. Individual Youth and Community Workers in post and in receipt of the addition on 31 August 2005 will continue to receive the addition on a protected basis as long as they continue in employment in their current post. The rate payable is £924. No further cost of living increases will be added to this figure.

¹ Point 1 deleted from the national pay scale w.e.f. 01.09.16

² Point 2 deleted from the national pay scale w.e.f. 01.09.19

³ Points 3 and 4 deleted from the national pay scale w.e.f. 01.09.2020

JNC FOR YOUTH AND COMMUNITY WORKERS - SUPPORT WORKER RANGE

Post	Pay Point	Pay Scale w.e.f. 01.09.19	Pay Scale w.e.f. 01.09.20
Assistant Youth Support Worker	Points 5 Support Worker Range	3 –18,117 4 –18,431	3 - Deleted ^{1 2 3} 4 - Deleted ³ 5 -19,308 ⁴
Youth Support Worker	Points 4 - 7 Support Worker Range	4 –18,431 5 –18,791 6 –19,106 7 –19,389	4 - Deleted ³ 5 -19,308 6 - 19,631 7 - 19,922
Youth Support Worker- in-Charge [Centre -based]	Points 10 - 13 Support Worker Range	10 –21,512 11 –22,558 12 –23,580 13 -24,636	10 - 22,104 11 - 23,178 12 - 24,228 13 - 25,313
Youth Support Worker- in-Charge [Outreach]	Points 10 - 13 Support Worker Range	10 –21,512 11 –22,558 12 –23,580 13 -24,636	10 - 22,104 11 - 23,178 12 - 24,228 13 - 25,313
Youth Support Worker- in-Charge [Specialist]	Points 10 - 13 Support Worker Range	10 –21,512 11 –22,558 12 –23,580 13 -24,636	10 - 22,104 11 - 23,178 12 - 24,228 13 - 25,313

¹ Point 1 deleted from the national pay scale w.e.f. 01.09.16

² Point 2 deleted from the national pay scale w.e.f. 01.09.19

³ Points 3 and 4 deleted from the national pay scale w.e.f. 01.09.2020

⁴ Staff on the Assistant Youth Support Worker range have been placed on Point 5 pending a review following the deletion of points 4 and 5 with effect from 01.09.2020.

JNC FOR YOUTH AND COMMUNITY WORKERS - PROFESSIONAL RANGE

Post	Pay Point	Pay Scale w.e.f. 01.09.19	Pay Scale w.e.f. 01.09.20
Deputy Youth Worker	Points 17 - 20 Professional Range	17 - 28,017 18 - 28,787 19 - 29,551 20 - 30,318	17 - 28,787 18 - 29,579 19 - 30,364 20 - 31,152
Centre-Based Youth Worker I	Points 18 - 21 Professional Range	18 - 28,787 19 - 29,551 20 - 30,318 21 - 31,179	18 - 29,579 19 - 30,364 20 - 31,152 21 - 32,036
Area Youth Worker I	Points 18 - 21 Professional Range	18 - 28,787 19 - 29,551 20 - 30,318 21 - 31,179	18 - 29,579 19 - 30,364 20 - 31,152 21 - 32,036
Centre-Based Youth Worker II	Points 20 - 23 Professional Range	20 - 30,318 21 - 31,179 22 - 32,155 23 - 33,105	20 - 31,152 21 - 32,036 22 - 33,039 23 - 34,015
Area Youth Worker II	Points 20 - 23 Professional Range	20 - 30,318 21 - 31,179 22 - 32,155 23 - 33,105	20 - 31,152 21 - 32,036 22 - 33,039 23 - 34,015
Specialist Youth Development Worker	Points 20 - 23 Professional Range	20 - 30,318 21 - 31,179 22 - 32,155 23 - 33,105	20 - 31,152 21 - 32,036 22 - 33,039 23 - 34,015
Senior Youth Worker I [Centre-based]	Points 22 - 25 Professional Range	22 - 32,155 23 - 33,105 24 - 34,060 25 - 35,022	22 - 33,039 23 - 34,015 24 - 34,997 25 - 35,985
Senior Youth Worker I [Board-wide Specialism]	Points 22 - 25 Professional Range	22 - 32,155 23 - 33,105 24 - 34,060 25 - 35,022	22 - 33,039 23 - 34,015 24 - 34,997 25 - 35,985
Senior Youth Worker II [Divisional Responsibilities]	Points 24 - 27 Professional Range	24 - 34,060 25 - 35,022 26 - 35,983 27 - 36,945	24 - 34,997 25 - 35,985 26 - 36,973 27 - 37,961
Senior Youth Worker II [Team Leader]	Points 24 - 27 Professional Range	24 - 34,060 25 - 35,022 26 - 35,983 27 - 36,945	24 - 34,997 25 - 35,985 26 - 36,973 27 - 37,961
Senior Youth Worker III [Division & Team Responsibilities]	Points 26 - 29 Professional Range	26 - 35,983 27 - 36,945 28 - 37,918 29 - 38,884	26 - 36,973 27 - 37,961 28 - 38,961 29 - 39,953

Joint Negotiating Committee (JNC) for Youth and Community Workers

5 October 2020

To: Local Authorities in England and Wales
Local Government Association Subscribers

Dear Colleague

JOINT EDUCATION SERVICES CIRCULAR (JESC) NO 219 - YOUTH AND COMMUNITY PAY AGREEMENT 2020

We are pleased to confirm that the JNC for Youth and Community Workers has reached an agreement on a pay award for 2020 which is as follows:

- The deletion of pay points three and four;
- An increase of 2.75% on all other spinal column points on the Youth and Community Support Worker Range and the Professional Range from 1 September 2020;
- An increase of 2.75% on the London Area Allowances and Sleeping-In-Duty Allowance from 1 September 2020.

A revised salary scale is attached for your information.

Yours sincerely



David Algie
Employers' Side Secretariat



Siobhan Endean
Staff Side Secretary

Employers' Side Secretary: *Sarah Ward*
Local Government Association, 18 Smith Square,
London, SW1P 3HZ

Staff Side Secretary: *Siobhan Endean*
Unite, 128 Theobold's Road,
London, WC1X 8TN

Joint Negotiating Committee for Youth and community Workers

2020

Youth and Community Support Worker Range Professional Range

Pay Points

5.	19,308
6.	19,631
7.	19,922
8.	20,589
9.	21,439
10.	22,104
11.	23,178
12.	24,228
13.	25,313
14.	26,437
15.	27,202
16.	28,001
17.	28,787

Pay Points

13.	25,3
14.	26,4
15.	27,2
16.	28,0
17.	28,7
18.	29,5
19.	30,3
20.	31,1
21.	32,0
22.	33,0
23.	34,0
24.	34,9
25.	35,9
26.	36,9
27.	37,9
28.	38,9
29.	39,9
30.	40,9
31.	41,6
32.	42,7

* Discretionary Points

LONDON AREA ALLOWANCES

Inner 3,253
Outer 2,137
Fringe 833

SLEEPING IN DUTY ALLOWANCE

Sleeping in Allowance 37.00
Disturbance Element 21.00