

JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

07 March 2022

To JNC Council Members
MSO/TUSO

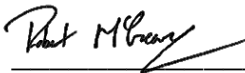
**Joint Negotiating Council Circular No. 296
Pay Award with effect from 1 April 2021 (NJC Pay Agreement dated 28 February 2022):**

Temporary cover

Further to Department of Education correspondence dated 02 March 2022, 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 2021**.

Please note that the applicable rates [with effect from 1 April 2021] are detailed in Annex 1. Annex 2 replicates the national pay agreement for information.

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 2021.



Management Side Secretary
R McGreevy



Trade Union Side Secretary
A Law



Trade Union Side Secretary
A Speed



Trade Union Side Secretary
J Donley

Pay Award with effect from 01 April 2021

Grade	New SCP	Salary w.e.f. 01.04.2020	Salary w.e.f. 01.04.2021
		£ per annum	£ per annum
Clerical Officer	1	£17,842	£18,333
	2	£18,198	£18,516
	3	£18,562	£18,887
	4	£18,933	£19,264
Senior Clerical Officer	5	£19,312	£19,650
	6	£19,698	£20,043
Executive Officer	7	£20,092	£20,444
	8	£20,493	£20,852
	9	£20,903	£21,269
	10	£21,322	£21,695
	11	£21,748	£22,129
	12	£22,183	£22,571
	13	£22,627	£23,023
	14	£23,080	£23,484
	15	£23,541	£23,953
	16	£24,012	£24,432
	17	£24,491	£24,920
	18	£24,982	£25,419
Senior Executive Officer	19	£25,481	£25,927
	20	£25,991	£26,446
	21	£26,511	£26,975
	22	£27,041	£27,514
	23	£27,741	£28,226
	24	£28,672	£29,174
	25	£29,577	£30,095
	26	£30,451	£30,984
Admin Officer	27	£31,346	£31,895
	28	£32,234	£32,798
	29	£32,910	£33,486
	30	£33,782	£34,373
	31	£34,728	£35,336
Senior Admin Officer	32	£35,745	£36,371
	33	£36,922	£37,568
	34	£37,890	£38,553
	35	£38,890	£39,571
Assistant Principal Officer	36	£39,880	£40,578
	37	£40,876	£41,591
	38	£41,881	£42,614
	39	£42,821	£43,570
Principal Officer	40	£43,857	£44,624
	41	£44,863	£45,648
	42	£45,859	£46,662
	43	£46,845	£47,665
Senior Principal Officer (1)	44	£46,845	£47,665
	45	£47,832	£48,669
	46	£48,800	£49,654
	47	£49,770	£50,641
Senior Principal Officer (2)	48	£49,770	£50,641
	49	£50,719	£51,607
	50	£51,642	£52,546
	51	£52,564	£53,484
	52	£53,552	£54,489
	53	£54,513	£55,467
Education Officer	54	£55,481	£56,452
	55	£56,446	£57,434
	56	£57,415	£58,420
	57	£58,382	£59,404
	58	£59,351	£60,390
	59	£60,303	£61,358
Assistant Senior Education Officer	60	£61,276	£62,348
	61	£62,251	£63,340
	62	£63,249	£64,356
	63	£64,254	£65,378
	64	£65,282	£66,424
	65	£66,321	£67,482
	66	£67,389	£68,568

Former
A&G Staff
See
Annex 1a

**Former Ancillary and General Staff
Pay Award w.e.f. 01 April 2021**

Grade	New SCP	Salary w.e.f. 01/04/2020	Hourly Rate	Salary w.e.f. 01/04/2021	Hourly Rate
		£	£	£	£
Scale 1(a)	1	£17,842	9.5049	£18,333	9.7664
Scale 1(b)	1	£17,842	9.5049	£18,333	9.7664
	2	£18,198	9.6945	£18,516	9.8639
Scale 1(c)	2	£18,198	9.6945	£18,516	9.8639
	3	£18,562	9.8884	£18,887	10.0616
Scale 2	3	£18,562	9.8884	£18,887	10.0616
	4	£18,933	10.0861	£19,264	10.2624
Scale 3	5	£19,312	10.2880	£19,650	10.4680
	6	£19,698	10.4936	£20,043	10.6774
Scale 4	7	£20,092	10.7035	£20,444	10.8910
	8	£20,493	10.9171	£20,852	11.1084
	9	£20,903	11.1355	£21,269	11.3305
	10	£21,322	11.3588	£21,695	11.5575
	11	£21,748	11.5857	£22,129	11.7887
Scale 5	12	£22,183	11.8174	£22,571	12.0241
	13	£22,627	12.0540	£23,023	12.2649
	14	£23,080	12.2953	£23,484	12.5105
	15	£23,541	12.5409	£23,953	12.7604
	16	£24,012	12.7918	£24,432	13.0155
	17	£24,491	13.0470	£24,920	13.2755

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

	01/04/20	01/04/21
<u>LABORATORY TECHNICIANS</u>		
Qualified Allowances	£215	£219
	£156	£159
<u>SOCIAL WORKERS</u>		
Standby Duty Allowance	£29.83	£30.35
<u>NURSERY STAFF</u>		
<i>Special Education Needs Allowances</i>		
Recognised/qualified	£1,324	£1,347
Unqualified	£971	£988
<u>DAY NURSERY STAFFS</u>		
Nursery Students	£256	£260
	£155	£158
<u>STAFF IN RESIDENTIAL ESTABLISHMENTS</u>		
Sleeping in Duty Payments	£37.07	£37.72

National Joint Council for local government services

Employers' Secretary
Naomi Cooke

Trade Union Secretaries
Rehana Azam, GMB

Mike Short, UNISON

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info@local.gov.uk

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130 Euston Road
London NW1 2AY
Tel: 0845 3550845
localgovernment@unison.co.uk

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

28 February 2022

Dear Chief Executive,

LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2021-22

Pay

Agreement has been reached on rates of pay applicable from **1 April 2021**.

Employers are encouraged to implement this pay award as swiftly as possible.

The new pay rates are attached at **Annex 1**. The new rates for allowances, uprated by 1.75 per cent, are set out at **Annex 2**.

The NJC has agreed to recommence the review of Term-Time Only working arrangements, which was paused at the outbreak of the pandemic.

The NJC has also agreed to enter into discussions on homeworking policies, mental health support and maternity etc leave.

Backpay for employees who have left employment since 1 April 2021

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2021 to the employee's last day of employment.

When salary arrears are paid to ex-employees who were in the LGPS, the employer must inform its local LGPS fund. Employers will need to amend the CARE and final pay figures (if the ex-employee has pre-April 2014 LGPS membership) accordingly. Further detail is provided in [section 15 of the HR guide](#) which is available on the [employer resources section](#) of www.lgpsregs.org

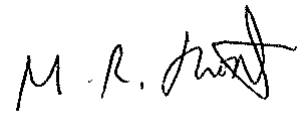
Yours sincerely,

*Naomi
Cooke*

Naomi Cooke

A handwritten signature in black ink, appearing to read 'R. Azam', with a stylized flourish at the end.

Rehana Azam

A handwritten signature in black ink, appearing to read 'M. R. Short', with a stylized flourish at the end.

Mike Short

SCP	01-Apr-20		01-Apr-21	
	per annum	per hour	per annum	per hour
1	£17,842	£9.25	£18,333	£9.50
2	£18,198	£9.43	£18,516	£9.60
3	£18,562	£9.62	£18,887	£9.79
4	£18,933	£9.81	£19,264	£9.99
5	£19,312	£10.01	£19,650	£10.19
6	£19,698	£10.21	£20,043	£10.39
7	£20,092	£10.41	£20,444	£10.60
8	£20,493	£10.62	£20,852	£10.81
9	£20,903	£10.83	£21,269	£11.02
10	£21,322	£11.05	£21,695	£11.25
11	£21,748	£11.27	£22,129	£11.47
12	£22,183	£11.50	£22,571	£11.70
13	£22,627	£11.73	£23,023	£11.93
14	£23,080	£11.96	£23,484	£12.17
15	£23,541	£12.20	£23,953	£12.42
16	£24,012	£12.45	£24,432	£12.66
17	£24,491	£12.69	£24,920	£12.92
18	£24,982	£12.95	£25,419	£13.18
19	£25,481	£13.21	£25,927	£13.44
20	£25,991	£13.47	£26,446	£13.71
21	£26,511	£13.74	£26,975	£13.98
22	£27,041	£14.02	£27,514	£14.26
23	£27,741	£14.38	£28,226	£14.63
24	£28,672	£14.86	£29,174	£15.12
25	£29,577	£15.33	£30,095	£15.60
26	£30,451	£15.78	£30,984	£16.06
27	£31,346	£16.25	£31,895	£16.53
28	£32,234	£16.71	£32,798	£17.00
29	£32,910	£17.06	£33,486	£17.36
30	£33,782	£17.51	£34,373	£17.82
31	£34,728	£18.00	£35,336	£18.32
32	£35,745	£18.53	£36,371	£18.85
33	£36,922	£19.14	£37,568	£19.47
34	£37,890	£19.64	£38,553	£19.98
35	£38,890	£20.16	£39,571	£20.51
36	£39,880	£20.67	£40,578	£21.03
37	£40,876	£21.19	£41,591	£21.56
38	£41,881	£21.71	£42,614	£22.09
39	£42,821	£22.20	£43,570	£22.58
40	£43,857	£22.73	£44,624	£23.13
41	£44,863	£23.25	£45,648	£23.66
42	£45,859	£23.77	£46,662	£24.19
43	£46,845	£24.28	£47,665	£24.71

NB: 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)

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

1 April 2021

£37.72

RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2021 (FORMER
APT&C AGREEMENT (PURPLE BOOK))

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

1 April 2021

£1,347

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance:

1 April 2021

£219

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

1 April 2021

£159

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2021

£914

Outer Fringe Area:

1 April 2021

£637

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

1 April 2021

£30.35

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

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

Inner Fringe Area:

1 April 2021

£914

Outer Fringe Area:

1 April 2021

£637