

JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

03 November 2022

To JNC Council Members
MSO/TUSO

JOINT NEGOTIATING COUNCIL CIRCULAR NO. 308

TEMPORARY COVER TO ENABLE PAYMENT OF REVALORISATION INCREASE FOR 2022/2023

Further to Department of Education correspondence dated 03 November 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 2022**.

Please note that the applicable rates [with effect from 1 April 2022] are detailed in Annexes 1 and 1a. Annex 2 replicates the national pay agreement for information.


The NJC has agreed that, **with effect from 01 April 2023, Spinal Column Point (SCP) 1 will be permanently deleted from the NJC pay spine.**

The NJC also agreed that, **with effect from 01 April 2023**, all employees covered by the National Agreement, regardless of their current leave entitlement or length of service, will receive a permanent increase of one day's leave. A separate JNC circular will issue in that regard.

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 2022.



Management Side Secretary
M McDermott



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 2022

Grade	SCP	Salary w.e.f. 01.04.2021	Hourly Rate	Salary w.e.f. 01.04.2022	Hourly Rate
		£	£	£	£
Clerical Officer	1	£18,333	9.7664	£20,258	10.7919
	2	£18,516	9.8639	£20,441	10.8894
	3	£18,887	10.0616	£20,812	11.0871
	4	£19,264	10.2624	£21,189	11.2879
Senior Clerical Officer	5	£19,650	10.4680	£21,575	11.4935
	6	£20,043	10.6774	£21,968	11.7029
Executive Officer	7	£20,444	10.8910	£22,369	11.9165
	8	£20,852	11.1084	£22,777	12.1339
	9	£21,269	11.3305	£23,194	12.3560
	10	£21,695	11.5575	£23,620	12.5830
	11	£22,129	11.7887	£24,054	12.8142
	12	£22,571	12.0241	£24,496	13.0496
	13	£23,023	12.2649	£24,948	13.2904
	14	£23,484	12.5105	£25,409	13.5360
	15	£23,953	12.7604	£25,878	13.7858
	16	£24,432	13.0155	£26,357	14.0410
	17	£24,920	13.2755	£26,845	14.3010
	18	£25,419	13.5413	£27,344	14.5668
Senior Executive Officer	19	£25,927	13.8119	£27,852	14.8374
	20	£26,446	14.0884	£28,371	15.1139
	21	£26,975	14.3702	£28,900	15.3957
	22	£27,514	14.6574	£29,439	15.6829
	23	£28,226	15.0367	£30,151	16.0622
	24	£29,174	15.5416	£31,099	16.5671
	25	£30,095	16.0323	£32,020	17.0578
	26	£30,984	16.5059	£32,909	17.5314
Admin Officer	27	£31,895	16.9912	£33,820	18.0167
	28	£32,798	17.4723	£34,723	18.4978
	29	£33,486	17.8388	£35,411	18.8643
	30	£34,373	18.3113	£36,298	19.3368
	31	£35,336	18.8244	£37,261	19.8498
Senior Admin Officer	32	£36,371	19.3757	£38,296	20.4012
	33	£37,568	20.0134	£39,493	21.0389
	34	£38,553	20.5381	£40,478	21.5636
	35	£39,571	21.0804	£41,496	22.1059
Assistant Principal Officer	36	£40,578	21.6169	£42,503	22.6424
	37	£41,591	22.1565	£43,516	23.1820
	38	£42,614	22.7015	£44,539	23.7270
	39	£43,570	23.2108	£45,495	24.2363
Principal Officer	40	£44,624	23.7723	£46,549	24.7978
	41	£45,648	24.3178	£47,573	25.3433
	42	£46,662	24.8580	£48,587	25.8835
	43	£47,665	25.3923	£49,590	26.4178
Senior Principal Officer (1)	43	£47,665	25.3923	£49,590	26.4178
	44	£48,669	25.9272	£50,594	26.9527
	45	£49,654	26.4519	£51,579	27.4774
	46	£50,641	26.9777	£52,566	28.0032
Senior Principal Officer (2)	46	£50,641	26.9777	£52,566	28.0032
	47	£51,607	27.4923	£53,532	28.5178
	48	£52,546	27.9925	£54,471	29.0180
	49	£53,484	28.4922	£55,409	29.5177
	50	£54,489	29.0276	£56,414	30.0531
	51	£55,467	29.5486	£57,392	30.5741
Education Officer	52	£56,452	30.0734	£58,377	31.0989
	53	£57,434	30.5965	£59,359	31.6220
	54	£58,420	31.1218	£60,345	32.1473
	55	£59,404	31.6460	£61,329	32.6715
	56	£60,390	32.1712	£62,315	33.1967
	57	£61,358	32.6869	£63,283	33.7124
Assistant Senior Education Officer	58	£62,348	33.2143	£64,273	34.2398
	59	£63,340	33.7428	£65,265	34.7683
	60	£64,356	34.2840	£66,281	35.3095
	61	£65,378	34.8285	£67,303	35.8540
	62	£66,424	35.3857	£68,349	36.4112
	63	£67,482	35.9493	£69,407	36.9748
	64	£68,568	36.5279	£70,493	37.5533

Former
A&G
Staff
See
Annex
1a

**Former Ancillary and General Staff
Pay Award w.e.f. 01 April 2022**

Grade	SCP	Salary w.e.f. 01/04/2021	Hourly Rate	Salary w.e.f. 01.04.2022	Hourly Rate
		£	£	£	£
Scale 1(a)	1	£18,333	9.7664	£20,258	10.7919
Scale 1(b)	1	£18,333	9.7664	£20,258	10.7919
	2	£18,516	9.8639	£20,441	10.8894
Scale 1(c)	2	£18,516	9.8639	£20,441	10.8894
	3	£18,887	10.0616	£20,812	11.0871
Scale 2	3	£18,887	10.0616	£20,812	11.0871
	4	£19,264	10.2624	£21,189	11.2879
Scale 3	5	£19,650	10.4680	£21,575	11.4935
	6	£20,043	10.6774	£21,968	11.7029
Scale 4	7	£20,444	10.8910	£22,369	11.9165
	8	£20,852	11.1084	£22,777	12.1339
	9	£21,269	11.3305	£23,194	12.3560
	10	£21,695	11.5575	£23,620	12.5830
	11	£22,129	11.7887	£24,054	12.8142
Scale 5	12	£22,571	12.0241	£24,496	13.0496
	13	£23,023	12.2649	£24,948	13.2904
	14	£23,484	12.5105	£25,409	13.5360
	15	£23,953	12.7604	£25,878	13.7858
	16	£24,432	13.0155	£26,357	14.0410
	17	£24,920	13.2755	£26,845	14.3010

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

	01/04/21	01/04/22
<u>LABORATORY TECHNICIANS</u>		
Qualified Allowances	£219	£228
	£159	£165
<u>SOCIAL WORKERS</u>		
Standby Duty Allowance	£30.35	£31.58
<u>NURSERY STAFF</u>		
<i>Special Education Needs Allowances</i>		
Recognised/qualified	£1,347	£1,401
Unqualified	£988	£1,028
<u>DAY NURSERY STAFFS</u>		
Nursery Students	£260	£271
	£158	£164
<u>STAFF IN RESIDENTIAL ESTABLISHMENTS</u>		
Sleeping in Duty Payments	£37.72	£39.24

National Joint Council for local government services

Employers' Secretary
Naomi Cooke

Trade Union Secretaries
Rachel Harrison, GMB

Mike Short, UNISON

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Local Government Association
18 Smith Square
London SW1P 3HZ
Tel: 020 7664 3000
info@local.gov.uk

Address for correspondence
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130 Euston Road
London NW1 2AY
Tel: 0845 3550845
l.government@unison.co.uk

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

1 November 2022

Dear Chief Executive,

LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2022-23

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

Pay

Agreement has been reached on rates of pay applicable from **1 April 2022**. The new pay rates are attached at **Annex 1**.

The new rates for allowances, uprated by 4.04 per cent, are set out at **Annex 2**.

The NJC has agreed that from **1 April 2023**, Spinal Column Point (SCP) 1 will be permanently deleted from the NJC pay spine.

Annual Leave

The NJC has agreed that from **1 April 2023**, all employees covered by this National Agreement, regardless of their current leave entitlement or length of service, will receive a permanent increase of one day (pro rata for part-timers) to their annual leave entitlement. This may require, in some organisations, that a local agreement has to be reached in order for the extra day to be applied. The NJC's full expectation is that the additional day's leave will be applied for all NJC staff, regardless of existing local arrangements.

The National Agreement Part 2 Para 7.2 will, with effect from **1 April 2023**, be amended to read as follows:

7.2 Annual Leave

With effect from 1 April 2023, the minimum paid annual leave entitlement is twenty-three 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.

7.3 *The annual leave entitlement of employees leaving or joining an authority is proportionate to their completed service during the leave year.*

7.4 **Extra Statutory Holidays**

Employees shall have an entitlement to two extra statutory days holiday, the timing of which shall be determined by the authority in consultation with the recognised Trade Unions with a view to reaching agreement or added to annual leave by local agreement.

Joint work

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 2022

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2022 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

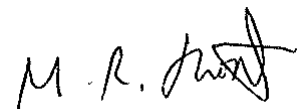
Yours sincerely,

Naomi
Cooke

Naomi Cooke



Rachel Harrison



Mike Short

SCP	01-Apr-21		01-Apr-22	
	per annum	per hour	per annum	per hour
1	£18,333	£9.50	£20,258	£10.50
2	£18,516	£9.60	£20,441	£10.60
3	£18,887	£9.79	£20,812	£10.79
4	£19,264	£9.99	£21,189	£10.98
5	£19,650	£10.19	£21,575	£11.18
6	£20,043	£10.39	£21,968	£11.39
7	£20,444	£10.60	£22,369	£11.59
8	£20,852	£10.81	£22,777	£11.81
9	£21,269	£11.02	£23,194	£12.02
10	£21,695	£11.25	£23,620	£12.24
11	£22,129	£11.47	£24,054	£12.47
12	£22,571	£11.70	£24,496	£12.70
13	£23,023	£11.93	£24,948	£12.93
14	£23,484	£12.17	£25,409	£13.17
15	£23,953	£12.42	£25,878	£13.41
16	£24,432	£12.66	£26,357	£13.66
17	£24,920	£12.92	£26,845	£13.91
18	£25,419	£13.18	£27,344	£14.17
19	£25,927	£13.44	£27,852	£14.44
20	£26,446	£13.71	£28,371	£14.71
21	£26,975	£13.98	£28,900	£14.98
22	£27,514	£14.26	£29,439	£15.26
23	£28,226	£14.63	£30,151	£15.63
24	£29,174	£15.12	£31,099	£16.12
25	£30,095	£15.60	£32,020	£16.60
26	£30,984	£16.06	£32,909	£17.06
27	£31,895	£16.53	£33,820	£17.53
28	£32,798	£17.00	£34,723	£18.00
29	£33,486	£17.36	£35,411	£18.35
30	£34,373	£17.82	£36,298	£18.81
31	£35,336	£18.32	£37,261	£19.31
32	£36,371	£18.85	£38,296	£19.85
33	£37,568	£19.47	£39,493	£20.47
34	£38,553	£19.98	£40,478	£20.98
35	£39,571	£20.51	£41,496	£21.51
36	£40,578	£21.03	£42,503	£22.03
37	£41,591	£21.56	£43,516	£22.56
38	£42,614	£22.09	£44,539	£23.09
39	£43,570	£22.58	£45,495	£23.58
40	£44,624	£23.13	£46,549	£24.13
41	£45,648	£23.66	£47,573	£24.66
42	£46,662	£24.19	£48,587	£25.18
43	£47,665	£24.71	£49,590	£25.70

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 2022
£39.24

**RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2022
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

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

1 April 2022
£1,401

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance:

1 April 2022
£228

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

1 April 2022
£165

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2022
£951

Outer Fringe Area:

1 April 2022
£663

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

1 April 2022
£31.58

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

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

Inner Fringe Area:

1 April 2022
£951

Outer Fringe Area:

1 April 2022
£663