

# JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

24 November 2022

To:- Council Members  
MSO/TUSO

## JOINT NEGOTIATING COUNCIL CIRCULAR NO. 312

### JNC for Youth and Community Workers - Pay Increase for 2021/2022 JES Circular No. 225 dated 20 July 2022

Further to Department of Education correspondence dated 16 November 2022, approval has been granted to enable the Education Authority to meet its contractual obligations regarding the payment of revalorisation increases to eligible staff within the Youth and Community Workers group for 2021/2022.

The Joint Secretaries of the Joint Negotiating Council for the Education Authority have examined the JES Circular No. 225 (copy attached for information) and have agreed to the implementation of the revised rates of pay with effect from **1 September 2021**.

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



Management Side Secretary  
M McDermott



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	01.09.2020	01.09.2021	<b>Professional Range</b>		
	£	£			
2	Deleted <sup>2</sup>	-			
3	Deleted <sup>3</sup>	-			
4	Deleted <sup>3</sup>	-			
5	19,308	19,646			
6	19,631	19,975			
7	19,922	20,271			
8	20,589	20,949			
9	21,439	21,814			
10	22,104	22,491			
11	23,178	23,584	<b>01.09.2020</b>	<b>01.09.2021</b>	
12	24,228	24,651	£	£	
13	25,313	25,756	13	25,313	25,756
14	26,437	26,900	14	26,437	26,900
15	27,202	27,678	15	27,202	27,678
16	28,001	28,491	16	28,001	28,491
17	28,787	29,291	17	28,787	29,291
			18	29,579	30,096
			19	30,364	30,895
			20	31,152	31,697
			21	32,036	32,597
			22	33,039	33,617
			23	34,015	34,611
			24	34,997	35,609
			25	35,985	36,615
			26	36,973	37,620
			27	37,961	38,625
			28	38,961	39,643
			29	39,953	40,652
			30	40,947	41,663

#### **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.

<sup>1</sup> Point 1 deleted from the national pay scale w.e.f. 01.09.16

<sup>2</sup> Point 2 deleted from the national pay scale w.e.f. 01.09.19

<sup>3</sup> 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. 01.09.2020	Pay Scale w.e.f. 01.09.2021
Assistant Youth Support Worker	Point 5 <sup>1 2 3</sup> Support Worker Range	3 - Deleted <sup>2</sup> 4 - Deleted <sup>3</sup> 5 - 19,308 <sup>4</sup>	- - 5 - 19,646
Youth Support Worker	Points 4 - 7 Support Worker Range	4 – Deleted <sup>3</sup> 5 –19,308 6 –19,631 7 –19,922	- 5 -19,646 6 - 19,975 7 - 20,271
Youth Support Worker- in-Charge [Centre -based]	Points 10 - 13 Support Worker Range	10 - 22,104 11 - 23,178 12 - 24,228 13 - 25,313	10 - 22,491 11 - 23,584 12 - 24,651 13 - 25,756
Youth Support Worker- in-Charge [Outreach]	Points 10 - 13 Support Worker Range	10 - 22,104 11 - 23,178 12 - 24,228 13 - 25,313	10 - 22,491 11 - 23,584 12 - 24,651 13 - 25,756
Youth Support Worker- in-Charge [Specialist]	Points 10 - 13 Support Worker Range	10 - 22,104 11 - 23,178 12 - 24,228 13 - 25,313	10 - 22,491 11 - 23,584 12 - 24,651 13 - 25,756

<sup>1</sup> Point 1 deleted from the national pay scale w.e.f. 01.09.16

<sup>2</sup> Point 2 deleted from the national pay scale w.e.f. 01.09.19

<sup>3</sup> Points 3 and 4 deleted from the national pay scale w.e.f. 01.09.2020

<sup>4</sup> *Following the deletion of points 4 and 5 with effect from 01.09.2020, staff on the Assistant Youth Support Worker range have been placed on Point 5 pending a review.*

<b>JNC FOR YOUTH AND COMMUNITY WORKERS - PROFESSIONAL RANGE</b>			
<b>Post</b>	<b>Pay Point</b>	<b>Pay Scale w.e.f. 01.09.2020</b>	<b>Pay Scale w.e.f. 01.09.2021</b>
Deputy Youth Worker	Points 17 - 20 Professional Range	17 – 28,787 18 – 29,579 19 – 30,364 20 – 31,152	17 – 29,291 18 – 30,096 19 – 30,895 20 – 31,697
Centre-Based Youth Worker I	Points 18 - 21 Professional Range	18 – 29,579 19 – 30,364 20 – 31,152 21 – 32,036	18 – 30,096 19 – 30,895 20 – 31,697 21 – 32,597
Area Youth Worker I	Points 18 - 21 Professional Range	18 – 29,579 19 – 30,364 20 – 31,152 21 – 32,036	18 – 30,096 19 – 30,895 20 – 31,697 21 – 32,597
Centre-Based Youth Worker II	Points 20 - 23 Professional Range	20 – 31,152 21 – 32,036 22 – 33,039 23 – 34,015	20 – 31,697 21 – 32,597 22 – 33,617 23 – 34,611
Area Youth Worker II	Points 20 - 23 Professional Range	20 – 31,152 21 – 32,036 22 – 33,039 23 – 34,015	20 – 31,697 21 – 32,597 22 – 33,617 23 – 34,611
Specialist Youth Development Worker	Points 20 - 23 Professional Range	20 – 31,152 21 – 32,036 22 – 33,039 23 – 34,015	20 – 31,697 21 – 32,597 22 – 33,617 23 – 34,611
Senior Youth Worker I [Centre-based]	Points 22 - 25 Professional Range	22 – 33,039 23 – 34,015 24 – 34,997 25 – 35,985	22 – 33,617 23 – 34,611 24 – 35,609 25 – 36,615
Senior Youth Worker I [Board-wide Specialism]	Points 22 - 25 Professional Range	22 – 33,039 23 – 34,015 24 – 34,997 25 – 35,985	22 – 33,617 23 – 34,611 24 – 35,609 25 – 36,615
Senior Youth Worker II [Divisional Responsibilities]	Points 24 - 27 Professional Range	24 – 34,997 25 – 35,985 26 – 36,973 27 – 37,961	24 – 35,609 25 – 36,615 26 – 37,620 27 – 38,625
Senior Youth Worker II [Team Leader]	Points 24 - 27 Professional Range	24 – 34,997 25 – 35,985 26 – 36,973 27 – 37,961	24 – 35,609 25 – 36,615 26 – 37,620 27 – 38,625
Senior Youth Worker III [Division & Team Responsibilities]	Points 26 - 29 Professional Range	26 – 36,973 27 – 37,961 28 – 38,961 29 – 39,953	26 – 37,620 27 – 38,625 28 – 39,643 29 – 40,652

# Joint Negotiating Committee (JNC) for Youth and Community Workers

20 July 2022

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

Dear Colleague

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## JOINT EDUCATION SERVICES CIRCULAR (JESC) NO 225 – YOUTH AND COMMUNITY PAY AGREEMENT 2021

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We are pleased to confirm that the JNC for Youth and Community Workers has reached an agreement on a pay award for 2021 which is as follows:

- An increase of 1.75% on all other spinal column points on the Youth and Community Support Worker Range and the Professional Range from 1 September 2021;
- An increase of 1.75% on the London Area Allowances and Sleeping-In-Duty Allowance from 1 September 2021.

A revised salary scale is attached for your information.

Yours sincerely



**David Algie**  
Employers' Side Secretariat



**Alan Scott**  
Staff Side Secretary

# Joint Negotiating Committee for Youth and Community Workers

**2021**

## **Youth and Community Support Worker Range**

### **Pay Points**

5.	19,646
6.	19,975
7.	20,271
8.	20,949
9.	21,814
10.	22,491
11.	23,584
12.	24,651
13.	25,756
14.	26,900
15.	27,678
16.	28,491
17.	29,291

## **Professional Range**

### **Pay Points**

13.	25,756
14.	26,900
15.	27,678
16.	28,491
17.	29,291
18.	30,096
19.	30,895
20.	31,697
21.	32,597
22.	33,617
23.	34,611
24.	35,609
25.	36,615
26.	37,620
27.	38,625
28.	39,643
29.	40,652
30.	41,663
31.	42,345*
32.	43,466*

\* Discretionary Points

## **LONDON AREA ALLOWANCES**

Inner	3,310
Outer	2,175
Fringe	848

## **SLEEPING IN DUTY ALLOWANCE**

Sleeping in Allowance	38.00
Disturbance Element	21.00