

# JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

07 May 2024

To:- Council Members  
MSO/TUSO

## JOINT NEGOTIATING COUNCIL CIRCULAR NO. 341

### JNC for Youth and Community Workers - Pay Increase for 2023/2024 JES Circular No. 230 dated 07 December 2023

Further to Department of Education correspondence dated 22 April 2024, 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 2023/2024.

The Joint Secretaries of the Joint Negotiating Council for the Education Authority have examined the JES Circular No. 230 (copy attached for information) and have agreed to the implementation of the revised rates of pay with effect from **1 September 2023**.

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

### Professional Range

Pay Points	01.09.2022	01.09.2023			
	£	£			
5	21,571	23,496			
6	21,900	23,825			
7	22,196	24,121			
8	22,874	24,799			
9	23,739	25,664			
10	24,416	26,341			
11	25,509	27,434			
12	26,576	28,501			
13	27,681	29,606	13	01.09.2022	01.09.2023
14	28,825	30,750	14	£	£
15	29,603	31,528	15	27,681	29,606
16	30,416	32,341	16	28,825	30,750
17	31,216	33,141	17	29,603	31,528
			18	30,416	32,341
			19	31,216	33,141
			20	32,021	33,946
			21	32,820	34,745
			22	33,622	35,547
			23	34,522	36,447
			24	35,542	37,467
			25	36,536	38,461
			26	37,534	39,459
			27	38,540	40,465
			28	39,545	41,470
			29	40,550	42,475
			30	41,568	43,493
				42,577	44,502
				43,588	45,513

#### 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.*

#### Sleeping In Duty Allowance **£41.00**

<b>JNC FOR YOUTH AND COMMUNITY WORKERS - SUPPORT WORKER RANGE</b>			
<b>Post</b>	<b>Pay Point</b>	<b>Pay Scale w.e.f. 01.09.2022</b>	<b>Pay Scale w.e.f. 01.09.2023</b>
Assistant Youth Support Worker	Point 5 <sup>1</sup> Support Worker Range	5 -21,571 <sup>4</sup>	5 – 23,496
Youth Support Worker	Points 4 - 7 Support Worker Range	- 5 – 21,571 6 – 21,900 7 – 22,196	- 5 – 23,496 6 – 23,825 7 – 24,121
Youth Support Worker- in-Charge [Centre -based]	Points 10 - 13 Support Worker Range	10 – 24,416 11 – 25,509 12 – 26,576 13 – 27,681	10 – 26,341 11 – 27,434 12 – 28,501 13 – 29,606
Youth Support Worker- in-Charge [Outreach]	Points 10 - 13 Support Worker Range	10 – 24,416 11 – 25,509 12 – 26,576 13 – 27,681	10 – 26,341 11 – 27,434 12 – 28,501 13 – 29,606
Youth Support Worker- in-Charge [Specialist]	Points 10 - 13 Support Worker Range	10 – 24,416 11 – 25,509 12 – 26,576 13 – 27,681	10 – 26,341 11 – 27,434 12 – 28,501 13 – 29,606

<sup>1</sup> Following the deletion of points 3 and 4 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. 01.09.2022</b>	<b>Pay Scale w.e.f. 01.09.2023</b>
Deputy Youth Worker	Points 17 - 20 Professional Range	17 – 31,216 18 – 32,021 19 – 32,820 20 – 33,622	17 – 33,141 18 – 33,946 19 – 34,745 20 – 35,547
Centre-Based Youth Worker I	Points 18 - 21 Professional Range	18 – 32,021 19 – 32,820 20 – 33,622 21 – 34,522	18 – 33,946 19 – 34,745 20 – 35,547 21 – 36,447
Area Youth Worker I	Points 18 - 21 Professional Range	18 – 32,021 19 – 32,820 20 – 33,622 21 – 34,522	18 – 33,946 19 – 34,745 20 – 35,547 21 – 36,447
Centre-Based Youth Worker II	Points 20 - 23 Professional Range	20 – 33,622 21 – 34,522 22 – 35,542 23 – 36,536	20 – 35,547 21 – 36,447 22 – 37,467 23 – 38,461
Area Youth Worker II	Points 20 - 23 Professional Range	20 – 33,622 21 – 34,522 22 – 35,542 23 – 36,536	20 – 35,547 21 – 36,447 22 – 37,467 23 – 38,461
Specialist Youth Development Worker	Points 20 - 23 Professional Range	20 – 33,622 21 – 34,522 22 – 35,542 23 – 36,536	20 – 35,547 21 – 36,447 22 – 37,467 23 – 38,461
Senior Youth Worker I [Centre-based]	Points 22 - 25 Professional Range	22 – 35,542 23 – 36,536 24 – 37,534 25 – 38,540	22 – 37,467 23 – 38,461 24 – 39,459 25 – 40,465
Senior Youth Worker I [Board-wide Specialism]	Points 22 - 25 Professional Range	22 – 35,542 23 – 36,536 24 – 37,534 25 – 38,540	22 – 37,467 23 – 38,461 24 – 39,459 25 – 40,465
Senior Youth Worker II [Divisional Responsibilities]	Points 24 - 27 Professional Range	24 – 37,534 25 – 38,540 26 – 39,545 27 – 40,550	24 – 39,459 25 – 40,465 26 – 41,470 27 – 42,475
Senior Youth Worker II [Team Leader]	Points 24 - 27 Professional Range	24 – 37,534 25 – 38,540 26 – 39,545 27 – 40,550	24 – 39,459 25 – 40,465 26 – 41,470 27 – 42,475
Senior Youth Worker III [Division & Team Responsibilities]	Points 26 - 29 Professional Range	26 – 39,545 27 – 40,550 28 – 41,568 29 – 42,577	26 – 41,470 27 – 42,475 28 – 43,493 29 – 44,502

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

7 December 2023

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

Dear Colleague

---

### JOINT EDUCATION SERVICES CIRCULAR (JESC) NO 230 - YOUTH AND COMMUNITY WORKERS' PAY AGREEMENT 2023

---

We are pleased to confirm that the JNC for Youth and Community Workers has reached an agreement on a pay award for 2023 which is as follows:

- An increase of £1925 on all spinal column points on the Youth and Community Support Worker Range and the Professional Range from 1 September 2023;
- An increase of 3.88% on the London Area Allowances and Sleeping-In-Duty Allowance from 1 September 2023.

A revised pay spine is attached for your information.

Yours sincerely



**David Algie**  
Employers' Side Secretariat



**Alan Scott**  
Staff Side Secretary

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

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

JNC Council Secretary: Grainne McClean  
T: +44 (0)28 9041 3166 M: 077 8033 9098

Ballee Centre, Ballee Road West, Ballymena, BT42 2HS  
Email: [grainne.mcclean@eani.org.uk](mailto:grainne.mcclean@eani.org.uk)

## Joint Negotiating Committee for Youth and Community Workers

2023

### Support Worker Range

Pay Points (£)

5	23,496
6	23,825
7	24,121
8	24,799
9	25,664
10	26,341
11	27,434
12	28,501
13	29,606
14	30,750
15	31,528
16	32,341
17	33,141

### Professional Range

Pay Points (£)

13	29,606
14	30,750
15	31,528
16	32,341
17	33,141
18	33,946
19	34,745
20	35,547
21	36,447
22	37,467
23	38,461
24	39,459
25	40,465
26	41,470
27	42,475
28	43,493
29	44,502
30	45,513
31	46,195*
32	47,316*

\* Discretionary Points

### LONDON AREA ALLOWANCES

Inner 3,517  
Outer 2,311  
Fringe 901

### SLEEPING IN DUTY ALLOWANCE

Sleeping in Allowance	41.00
Disturbance Element	23.00