

JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

02 December 2024

To JNC Council Members
MSO/TUSO

JOINT NEGOTIATING COUNCIL CIRCULAR NO. 353

TEMPORARY COVER TO ENABLE PAYMENT OF REVALORISATION INCREASE FOR 2024/2025

Further to Department of Education correspondence dated 26 November 2024, temporary cover approval has been secured to enable the EA to meet its contractual obligations regarding the payment of revalorisation increases to eligible NJC staff with effect from **1 April 2024**.

Please note that the applicable rates [with effect from 1 April 2024] are detailed in Annexes 1 and 1a. 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 2024.



Management Side Secretary
M McDermott



Trade Union Side Secretary
N Shiel



Trade Union Side Secretary
A Speed



Trade Union Side Secretary
J Donley

NJC PAY SCALES W.E.F. 01 APRIL 2024					
Grade	SCP (Pay & Grading Review w.e.f. 01.04.2024)	Salary w.e.f. 01.04.2024 £	Hourly Rate £	NJC Pay Award w.e.f. 01.04.2024	Hourly Rate £
NJC Main 1 (Clerical Officer)	5	£23,500	£12.5190	£24,790	£13.2062
	6	£23,893	£12.7284	£25,183	£13.4156
	7	£24,294	£12.9420	£25,584	£13.6292
	8	£24,702	£13.1594	£25,992	£13.8466
NJC Main 2 (Senior Clerical Officer)	9	£25,119	£13.3815	£26,409	£14.0687
	10	£25,545	£13.6084	£26,835	£14.2957
	11	£25,979	£13.8396	£27,269	£14.5269
	12	£26,421	£14.0751	£27,711	£14.7623
NJC Main 3 (Executive Officer)	13	£26,873	£14.3159	£28,163	£15.0031
	14	£27,334	£14.5615	£28,624	£15.2487
	15	£27,803	£14.8113	£29,093	£15.4986
	16	£28,282	£15.0665	£29,572	£15.7537
NJC Main 4 (Senior Executive Officer)	17	£28,770	£15.3265	£30,060	£16.0137
	18	£29,269	£15.5923	£30,559	£16.2795
	19	£29,777	£15.8629	£31,067	£16.5502
	20	£30,296	£16.1394	£31,586	£16.8266
NJC Main 5 (Admin Officer)	21	£30,825	£16.4212	£32,115	£17.1084
	22	£31,364	£16.7084	£32,654	£17.3956
	23	£32,076	£17.0877	£33,366	£17.7749
	24	£33,024	£17.5927	£34,314	£18.2799
NJC Main 6 (Senior Admin Officer)	25	£33,945	£18.0833	£35,235	£18.7705
	26	£34,834	£18.5569	£36,124	£19.2441
	27	£35,745	£19.0422	£37,035	£19.7295
	28	£36,648	£19.5233	£37,938	£20.2105
NJC Main 7 (Assistant Principal Officer)	29	£37,336	£19.8898	£38,626	£20.5770
	30	£38,223	£20.3623	£39,513	£21.0495
	31	£39,186	£20.8753	£40,476	£21.5626
	32	£40,221	£21.4267	£41,511	£22.1139
NJC Main 8 (Principal Officer)	33	£41,418	£22.0644	£42,708	£22.7516
	34	£42,403	£22.5891	£43,693	£23.2763
	35	£43,421	£23.1314	£44,711	£23.8186
	36	£44,428	£23.6679	£45,718	£24.3551
NJC Main 9 (Senior Principal Officer 1)	37	£45,441	£24.2075	£46,731	£24.8947
	38	£46,464	£24.7525	£47,754	£25.4397
	39	£47,420	£25.2618	£48,710	£25.9490
	40	£48,474	£25.8233	£49,764	£26.5105
NJC Main 10 (Senior Principal Officer 2)	41	£49,498	£26.3688	£50,788	£27.0560
	42	£50,512	£26.9090	£51,802	£27.5962
	43	£51,515	£27.4433	£52,805	£28.1305
	44	£52,557	£27.9984	£53,871	£28.6984
NJC Main 11 (Education Officer)	45	£53,580	£28.5435	£54,920	£29.2570
	46	£54,606	£29.0897	£55,971	£29.8172
	47	£55,609	£29.6243	£56,999	£30.3649
	48	£56,584	£30.1439	£57,999	£30.8973
NJC Main 12 (Assistant Senior Education Officer)	49	£57,559	£30.6630	£58,998	£31.4297
	50	£58,603	£31.2192	£60,068	£31.9997
	51	£59,619	£31.7604	£61,109	£32.5545
	52	£60,642	£32.3055	£62,158	£33.1131
NJC Main 12 (Assistant Senior Education Officer)	53	£61,662	£32.8489	£63,204	£33.6701
	54	£62,686	£33.3944	£64,253	£34.2292
	55	£63,709	£33.9393	£65,302	£34.7878
	56	£64,733	£34.4848	£66,351	£35.3470
NJC Main 12 (Assistant Senior Education Officer)	57	£65,738	£35.0204	£67,381	£35.8957
	58	£66,767	£35.5683	£68,436	£36.4576
	59	£67,797	£36.1173	£69,492	£37.0201
	60	£68,853	£36.6795	£70,574	£37.5967
NJC Main 12 (Assistant Senior Education Officer)	61	£69,914	£37.2451	£71,662	£38.1760
		£71,001	£37.8239	£72,776	£38.7696
		£72,100	£38.4094	£73,903	£39.3697
	£73,228	£39.0104	£75,059	£39.9856	

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

	01/04/23	01/04/24
<u>LABORATORY TECHNICIANS</u>		
Qualified Allowances	£237	£243
	£171	£175
<u>SOCIAL WORKERS</u>		
Standby Duty Allowance	£32.81	£33.63
<u>NURSERY STAFF</u>		
<i>Special Education Needs Allowances</i>		
Recognised/qualified	£1,455	£1,491
Unqualified	£1,068	£1095
<u>DAY NURSERY STAFFS</u>		
Nursery Students	£281	£288
	£170	£174
<u>STAFF IN RESIDENTIAL ESTABLISHMENTS</u>		
Sleeping in Duty Payments	£40.76	£41.78

National Joint Council for local government services

Employers' Secretary
Naomi Cooke

Trade Union Secretaries

Mike Short, UNISON
Sharon Wilde, GMB

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130 Euston Road
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l.government@unison.co.uk

**To: Chief Executives in England, Wales and N Ireland
(to be shared with Finance Director and HR Director)
Regional Employer Organisations
Members of the National Joint Council**

22 October 2024

Dear Chief Executive,

LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2024

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

Agreement has been reached on rates of pay applicable from **1 April 2024** (covering the period 1 April 2024 to 31 March 2025). The new pay rates, each increased by £1,290 per annum, are attached at **Annex 1**.

All locally determined pay points above the maximum of the pay spine but graded below deputy chief officer, should be increased by 2.50 per cent, in accordance with Green Book Part 2 Para 5.4¹.

The new rates for allowances, uprated by 2.50 per cent, are set out at **Annex 2**.

Joint work

It has been agreed that there will be joint discussions on how the NJC can capture gender, ethnicity and disability pay gap information that will be of most benefit to the sector.

Backpay for employees who have left employment since 1 April 2024

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2024 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.

¹ The Green Book Part 2 Para 5.4 provides that posts paid above the maximum of the pay spine but graded below deputy chief officer are within scope of the NJC. The pay levels for such posts are determined locally, but once fixed are increased in line with agreements reached by the NJC.

Further detail is provided in [section 15 of the HR guide](#) and the [Backdated Pay Award FAQs](#), which are available on the [employer resources section](#) of www.lgpsregs.org.

Yours faithfully,

*Naomi
Cooke*

Naomi Cooke

M. R. Short

Mike Short

Sharon Wilde

Sharon Wilde

ANNEX 1

SCP	01-Apr-23		01-Apr-24	
	per annum	per hour	per annum	per hour
1	<i>Deleted wef 01 Apr 23</i>			
2	£22,366	£11.59	£23,656	£12.26
3	£22,737	£11.79	£24,027	£12.45
4	£23,114	£11.98	£24,404	£12.65
5	£23,500	£12.18	£24,790	£12.85
6	£23,893	£12.38	£25,183	£13.05
7	£24,294	£12.59	£25,584	£13.26
8	£24,702	£12.80	£25,992	£13.47
9	£25,119	£13.02	£26,409	£13.69
10	£25,545	£13.24	£26,835	£13.91
11	£25,979	£13.47	£27,269	£14.13
12	£26,421	£13.69	£27,711	£14.36
13	£26,873	£13.93	£28,163	£14.60
14	£27,334	£14.17	£28,624	£14.84
15	£27,803	£14.41	£29,093	£15.08
16	£28,282	£14.66	£29,572	£15.33
17	£28,770	£14.91	£30,060	£15.58
18	£29,269	£15.17	£30,559	£15.84
19	£29,777	£15.43	£31,067	£16.10
20	£30,296	£15.70	£31,586	£16.37
21	£30,825	£15.98	£32,115	£16.65
22	£31,364	£16.26	£32,654	£16.93
23	£32,076	£16.63	£33,366	£17.29
24	£33,024	£17.12	£34,314	£17.79
25	£33,945	£17.59	£35,235	£18.26
26	£34,834	£18.06	£36,124	£18.72
27	£35,745	£18.53	£37,035	£19.20
28	£36,648	£19.00	£37,938	£19.66
29	£37,336	£19.35	£38,626	£20.02
30	£38,223	£19.81	£39,513	£20.48
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36	£44,428	£23.03	£45,718	£23.70
37	£45,441	£23.55	£46,731	£24.22
38	£46,464	£24.08	£47,754	£24.75
39	£47,420	£24.58	£48,710	£25.25
40	£48,474	£25.13	£49,764	£25.79
41	£49,498	£25.66	£50,788	£26.32
42	£50,512	£26.18	£51,802	£26.85
43	£51,515	£26.70	£52,805	£27.37

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 2024
£41.78

**RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2024
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

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

1 April 2024
£1,491

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance:

1 April 2024
£243

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

1 April 2024
£175

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2024
£1,013

Outer Fringe Area:

1 April 2024
£706

Paragraph 36 Standby Duty Allowance - Social Workers (1)(a)(i) Allowance - Per Session

1 April 2024
£33.63

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

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

Inner Fringe Area:

1 April 2024
£1,013

Outer Fringe Area:

1 April 2024
£706