

# JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

12 March 2025

To:- Council Members  
MSO/TUSO

## JOINT NEGOTIATING COUNCIL CIRCULAR NO. 358

### JNC for Youth and Community Workers - Pay Increase for 2024/2025 JES Circular No. 234 dated 17 December 2024

Further to Department of Education correspondence dated 11 March 2025, approval has been granted to enable the Education Authority to meet its contractual obligations regarding the payment of revalorization and contractual progression increases to eligible staff within the Youth and Community Workers group for 2024/2025.

The Joint Secretaries of the Joint Negotiating Council for the Education Authority have examined the JES Circular No. 234 (copy attached for information) and have agreed to the implementation of the revised rates of pay with effect from **1 September 2024**.

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



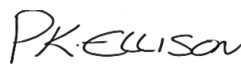
Trade Union Side Secretary  
N Shiel



Trade Union Side Secretary  
J McCusker



Trade Union Side Secretary  
J Donley



Trade Union Side Secretary  
K Ellison

### Youth and Community Support Worker Range

### Professional Range

Pay Points	01.09.2023	01.09.2024			
	£	£			
5	23,496	24,786			
6	23,825	25,115			
7	24,121	25,411			
8	24,799	26,089			
9	25,664	26,954			
10	26,341	27,631			
11	27,434	28,724			
12	28,501	29,791			
13	29,606	30,896	13	01.09.2023	01.09.2024
14	30,750	32,040	14	£	£
15	31,528	32,818	15	29,606	30,896
16	32,341	33,631	16	30,750	32,040
17	33,141	34,431	17	31,528	32,818
			18	32,341	33,631
			19	33,141	34,431
			20	33,946	35,236
			21	34,745	36,035
			22	35,547	36,837
			23	36,447	37,737
			24	37,467	38,757
			25	38,461	39,751
			26	39,459	40,749
			27	40,465	41,755
			28	41,470	42,760
			29	42,475	43,765
			30	43,493	44,783
				44,502	45,792
				45,513	46,803

#### 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 £42.00

<b>JNC FOR YOUTH AND COMMUNITY WORKERS - SUPPORT WORKER RANGE</b>			
<b>Post</b>	<b>Pay Point</b>	<b>Pay Scale w.e.f. 01.09.2023</b>	<b>Pay Scale w.e.f. 01.09.2024</b>
Assistant Youth Support Worker	Point 5 <sup>1</sup> Support Worker Range	5 - 23,496 <sup>4</sup>	5 – 24,786
Youth Support Worker	Points 4 - 7 Support Worker Range	- 5 – 23,496 6 – 23,825 7 – 24,121	- 5 - 24,786 6 - 25,115 7 - 25,411
Youth Support Worker-in-Charge [Centre -based]	Points 10 - 13 Support Worker Range	10 – 26,341 11 – 27,434 12 – 28,501 13 – 29,606	10 – 27,631 11 – 28,724 12 – 29,791 13 – 30,896
Youth Support Worker-in-Charge [Outreach]	Points 10 - 13 Support Worker Range	10 – 26,341 11 – 27,434 12 – 28,501 13 – 29,606	10 – 27,631 11 – 28,724 12 – 29,791 13 – 30,896
Youth Support Worker-in-Charge [Specialist]	Points 10 - 13 Support Worker Range	10 – 26,341 11 – 27,434 12 – 28,501 13 – 29,606	10 – 27,631 11 – 28,724 12 – 29,791 13 – 30,896

<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. 01.09.2023</b>	<b>Pay Scale w.e.f. 01.09.2024</b>
Deputy Youth Worker	Points 17 - 20 Professional Range	17 – 33,141 18 – 33,946 19 – 34,745 20 – 35,547	17 – 34,431 18 – 35,236 19 – 36,035 20 – 36,837
Centre-Based Youth Worker I	Points 18 - 21 Professional Range	18 – 33,946 19 – 34,745 20 – 35,547 21 – 36,447	18 – 35,236 19 – 36,035 20 – 36,837 21 – 37,737
Area Youth Worker I	Points 18 - 21 Professional Range	18 – 33,946 19 – 34,745 20 – 35,547 21 – 36,447	18 – 35,236 19 – 36,035 20 – 36,837 21 – 37,737
Centre-Based Youth Worker II	Points 20 - 23 Professional Range	20 – 35,547 21 – 36,447 22 – 37,467 23 – 38,461	20 – 36,837 21 – 37,737 22 – 38,757 23 – 39,751
Area Youth Worker II	Points 20 - 23 Professional Range	20 – 35,547 21 – 36,447 22 – 37,467 23 – 38,461	20 – 36,837 21 – 37,737 22 – 38,757 23 – 39,751
Specialist Youth Development Worker	Points 20 - 23 Professional Range	20 – 35,547 21 – 36,447 22 – 37,467 23 – 38,461	20 – 36,837 21 – 37,737 22 – 38,757 23 – 39,751
Senior Youth Worker I [Centre-based]	Points 22 - 25 Professional Range	22 – 37,467 23 – 38,461 24 – 39,459 25 – 40,465	22 – 38,757 23 – 39,751 24 – 40,749 25 – 41,755
Senior Youth Worker I [Board-wide Specialism]	Points 22 - 25 Professional Range	22 – 37,467 23 – 38,461 24 – 39,459 25 – 40,465	22 – 38,757 23 – 39,751 24 – 40,749 25 – 41,755
Senior Youth Worker II [Divisional Responsibilities]	Points 24 - 27 Professional Range	24 – 39,459 25 – 40,465 26 – 41,470 27 – 42,475	24 – 40,749 25 – 41,755 26 – 42,760 27 – 43,765
Senior Youth Worker II [Team Leader]	Points 24 - 27 Professional Range	24 – 39,459 25 – 40,465 26 – 41,470 27 – 42,475	24 – 40,749 25 – 41,755 26 – 42,760 27 – 43,765
Senior Youth Worker III [Division & Team Responsibilities]	Points 26 - 29 Professional Range	26 – 41,470 27 – 42,475 28 – 43,493 29 – 44,502	26 – 42,760 27 – 43,765 28 – 44,783 29 – 45,792

**Joint Education Services Circular (JESC) No 234 - Youth and community workers' pay agreement 2024**

The JNC for Youth and Community Workers has reached a pay agreement for 2024 which is a pay increase of £1,290 on all pay points on the pay scale.

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

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17 December 2024

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

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Dear colleague,

**Joint Education Services Circular (JESC) No 234 - Youth and community workers pay agreement 2024**

We are pleased to confirm that the JNC for Youth and Community Workers has reached an agreement on a pay award for 2024 which is as follows:

- an increase of £1,290 on all spinal column points on the Youth and Community Support Worker Range and the Professional Range from 1 September 2024
- an increase of 2.5 per cent on the London Area Allowances and Sleeping-In-Duty Allowance from 1 September 2023.

A revised pay spine is below, for your information.

Yours sincerely

David Algie  
Employers' Side Secretariat

Andy Murray  
Staff Side Secretary

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

Staff Side Secretary: Andy Murray  
Unite, 128 Theobold's Road, London, WC1X 8TN

## Youth and Community Workers Pay Spine 2024

	Support worker range Pay points		Professional range Pay points
		13	33 886
		14	33 940
		15	33 994
		16	33 634
5	34 786	17	34 434
6	35 445	18	35 336
7	35 444	19	36 035
8	36 888	20	36 837
9	36 854	21	37 737
10	37 634	22	38 757
11	38 734	23	38 754
12	38 784	24	40 740
13	38 886	25	44 755
14	38 840	26	43 760
15	38 840	27	43 765
16	38 634	28	44 783
17	34 434	29	45 783
		30	46 883
		31	47 485*
	* Discretionary points	32	48 686*

### London area allowances

Inner	3,605
Outer	2,369
Fringe	924

### Sleeping in duty allowance

Sleeping in allowance	42.00
Disturbance element	23.58