

# JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

17 December 2025

To:- Council Members  
MSO/TUSO

## JOINT NEGOTIATING COUNCIL CIRCULAR NO. 377

### JNC for Youth and Community Workers - Pay Increase for 2025/2026 JES Circular No. 237 dated 18 November 2025

Further to Department of Education correspondence dated 09 December 2025, temporary cover 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 2025/2026.

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 2025**.

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	01.09.2024	01.09.2025			
	£	£			
5	24,786	25,580			
6	25,115	25,919			
7	25,411	26,225			
8	26,089	26,924			
9	26,954	27,817			
10	27,631	28,516			
11	28,724	29,644		<b>01.09.2024</b>	<b>01.09.2025</b>
12	29,791	30,745		£	£
13	30,896	31,885	13	30,896	31,885
14	32,040	33,066	14	32,040	33,066
15	32,818	33,869	15	32,818	33,869
16	33,631	34,708	16	33,631	34,708
17	34,431	35,533	17	34,431	35,533
			18	35,236	36,364
			19	36,035	37,189
			20	36,837	38,016
			21	37,737	38,945
			22	38,757	39,997
			23	39,751	41,023
			24	40,749	42,053
			25	41,755	43,091
			26	42,760	44,128
			27	43,765	45,165
			28	44,783	46,216
			29	45,792	47,258
			30	46,803	48,301

#### **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 £43.34**

<b>JNC FOR YOUTH AND COMMUNITY WORKERS - SUPPORT WORKER RANGE</b>			
<b>Post</b>	<b>Pay Point</b>	<b>Pay Scale w.e.f. 01.09.2024</b>	<b>Pay Scale w.e.f. 01.09.2025</b>
Assistant Youth Support Worker	Point 5 <sup>1</sup> Support Worker Range	5 - 24,786 <sup>4</sup>	5 – 25,580
Youth Support Worker	Points 4 - 7 Support Worker Range	- 5 – 24,786 6 – 25,115 7 – 25,411	- 5 – 25,580 6 – 25,919 7 – 26,225
Youth Support Worker-in-Charge [Centre -based]	Points 10 - 13 Support Worker Range	10 – 27,631 11 – 28,724 12 – 29,791 13 – 30,896	10 – 28,516 11 – 29,644 12 – 30,745 13 – 31,885
Youth Support Worker-in-Charge [Outreach]	Points 10 - 13 Support Worker Range	10 – 27,631 11 – 28,724 12 – 29,791 13 – 30,896	10 – 28,516 11 – 29,644 12 – 30,745 13 – 31,885
Youth Support Worker-in-Charge [Specialist]	Points 10 - 13 Support Worker Range	10 – 27,631 11 – 28,724 12 – 29,791 13 – 30,896	10 – 28,516 11 – 29,644 12 – 30,745 13 – 31,885

<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. 01.09.2024</b>	<b>Pay Scale w.e.f. 01.09.2025</b>
Deputy Youth Worker	Points 17 - 20 Professional Range	17 – 34,431 18 – 35,236 19 – 36,035 20 – 36,837	17 – 35,533 18 – 36,364 19 – 37,189 20 – 38,016
Centre-Based Youth Worker I	Points 18 - 21 Professional Range	18 – 35,236 19 – 36,035 20 – 36,837 21 – 37,737	18 – 36,364 19 – 37,189 20 – 38,016 21 – 38,945
Area Youth Worker I	Points 18 - 21 Professional Range	18 – 35,236 19 – 36,035 20 – 36,837 21 – 37,737	18 – 36,364 19 – 37,189 20 – 38,016 21 – 38,945
Centre-Based Youth Worker II	Points 20 - 23 Professional Range	20 – 36,837 21 – 37,737 22 – 38,757 23 – 39,751	20 – 38,016 21 – 38,945 22 – 39,997 23 – 41,023
Area Youth Worker II	Points 20 - 23 Professional Range	20 – 36,837 21 – 37,737 22 – 38,757 23 – 39,751	20 – 38,016 21 – 38,945 22 – 39,997 23 – 41,023
Specialist Youth Development Worker	Points 20 - 23 Professional Range	20 – 36,837 21 – 37,737 22 – 38,757 23 – 39,751	20 – 38,016 21 – 38,945 22 – 39,997 23 – 41,023
Senior Youth Worker I [Centre-based]	Points 22 - 25 Professional Range	22 – 38,757 23 – 39,751 24 – 40,749 25 – 41,755	22 – 39,997 23 – 41,023 24 – 42,053 25 – 43,091
Senior Youth Worker I [Board-wide Specialism]	Points 22 - 25 Professional Range	22 – 38,757 23 – 39,751 24 – 40,749 25 – 41,755	22 – 39,997 23 – 41,023 24 – 42,053 25 – 43,091
Senior Youth Worker II [Divisional Responsibilities]	Points 24 - 27 Professional Range	24 – 40,749 25 – 41,755 26 – 42,760 27 – 43,765	24 – 42,053 25 – 43,091 26 – 44,128 27 – 45,165
Senior Youth Worker II [Team Leader]	Points 24 - 27 Professional Range	24 – 40,749 25 – 41,755 26 – 42,760 27 – 43,765	24 – 42,053 25 – 43,091 26 – 44,128 27 – 45,165
Senior Youth Worker III [Division & Team Responsibilities]	Points 26 - 29 Professional Range	26 – 42,760 27 – 43,765 28 – 44,783 29 – 45,792	26 – 44,128 27 – 45,165 28 – 46,216 29 – 47,258

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

18 November 2025

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

Dear Colleague

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**JOINT EDUCATION SERVICES CIRCULAR (JESC) NO 237 - YOUTH AND COMMUNITY WORKERS' PAY AGREEMENT 2025**

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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 2025 for Youth and Community Workers which is as follows:

- An increase of 3.2% on all spinal column points on the Youth and Community Support Worker Range and the Professional Range from 1 September 2025;
- An increase of 3.2% on the London Area Allowances and Sleeping-In-Duty Allowance from 1 September 2025.

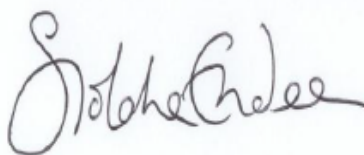
Please note that this pay award should be backdated to 1 September 2025.

A revised pay spine is attached for your information.

Yours sincerely



**David Algie**  
**Employers' Side Secretariat**



**Siobhan Endean**  
**Staff Side Secretary**

## Joint Negotiating Committee for Youth and Community Workers

### Youth and Community Workers Pay Spine 2025

#### Support Worker Range

#### Professional Range

#### Pay Points (£)

#### Pay Points (£)

		13	31,885
		14	33,066
		15	33,869
		16	34,708
5	25,580	17	35,533
6	25,919	18	36,364
7	26,225	19	37,189
8	26,924	20	38,016
9	27,817	21	38,945
10	28,516	22	39,997
11	29,644	23	41,023
12	30,745	24	42,053
13	31,885	25	43,091
14	33,066	26	44,128
15	33,869	27	45,165
16	34,708	28	46,216
17	35,533	29	47,258
		30	48,301
		31	49,005*
		32	50,162*

\* Discretionary Points

#### Allowances (3.2% increase)

#### LONDON AREA ALLOWANCES

Inner 3,721

Outer 2,445

Fringe 954

#### SLEEPING IN DUTY ALLOWANCE

Sleeping in Allowance 43.34

Disturbance Element 24.33