



For council and school workers

The employers' offer on NJC pay

The Local Government Association (LGA) has made a two-year pay offer from 1 April 2018 – 31 March 2020 for council, school and other members on NJC pay.

The LGA's offer:

From 1 April 2018:

On SCP 6,	£1,380	(equivalent to 9.191%)
On SCP 7,	£1,380	(equivalent to 9.130%)
On SCP 8,	£1,380	(equivalent to 9.052%)
On SCP 9,	£1,380	(equivalent to 8.976%)
On SCP 10,	£1,250	(equivalent to 8.006%)
On SCP 11,	£1,200	(equivalent to 7.592%)
On SCP 12,	£1,050	(equivalent to 6.512%)
On SCP 13,	£900	(equivalent to 5.458%)
On SCP 14,	£900	(equivalent to 5.363%)
On SCP 15,	£900	(equivalent to 5.272%)
On SCP 16,	£900	(equivalent to 5.167%)
On SCP 17,	£900	(equivalent to 5.064%)
On SCP 18,	£800	(equivalent to 4.427%)
On SCP 19,	£700	(equivalent to 3.734%)
On SCPs 20 and above, 2.0% pay increase		

These are increases on NJC scale points NOT grades. You will need to see what they mean within your local pay and grading structure. Check with your branch.

From 1 April 2019, the LGA is proposing a revised pay spine.

Pay scales comparing current pay with the LGA's offer for 2018 – 2020 are shown on the following pages.

UNISON'S response to the offer

Because the LGA is proposing a revised pay spine as part of the offer, the UNISON NJC Committee has decided not to make a recommendation on the offer until your branch reps have attended briefings to explain its impact on local pay and grading structures. These will take place in early January.

The NJC Committee will then meet on 23 January to decide its recommendation on the offer and the timetable for consulting members.

Local Government Pay - Current and Proposed NJC Pay Scales

1 April 2017 (current rates)			1 April 2018			1 April 2019		
SCP	£ per annum	£ per hour*	SCP	£ per annum	£ per hour*	New SCP	£ per annum	£ per hour*
6	£15,014	£7.78	6	£16,394	£8.50	1	£17,364	£9.00
7	£15,115	£7.83	7	£16,495	£8.55			
8	£15,246	£7.90	8	£16,626	£8.62	2	£17,711	£9.18
9	£15,375	£7.97	9	£16,755	£8.68			
10	£15,613	£8.09	10	£16,863	£8.74	3	£18,065	£9.36
11	£15,807	£8.19	11	£17,007	£8.82			
12	£16,123	£8.36	12	£17,173	£8.90	4	£18,426	£9.55
13	£16,491	£8.55	13	£17,391	£9.01			
14	£16,781	£8.70	14	£17,681	£9.16	5	£18,795	£9.74
15	£17,072	£8.85	15	£17,972	£9.32			
16	£17,419	£9.03	16	£18,319	£9.50	6	£19,171	£9.94
17	£17,772	£9.21	17	£18,672	£9.68			
18	£18,070	£9.37	18	£18,870	£9.78	7	£19,554	£10.14
19	£18,746	£9.72	19	£19,446	£10.08	8	£19,945	£10.34
20	£19,430	£10.07	20	£19,819	£10.27	9	£20,344	£10.54
						10	£20,751	£10.76
21	£20,138	£10.44	21	£20,541	£10.65	11	£21,166	£10.97
22	£20,661	£10.71	22	£21,074	£10.92	12	£21,589	£11.19
						13	£22,021	£11.41
23	£21,268	£11.02	23	£21,693	£11.24	14	£22,462	£11.64
24	£21,962	11.38	24	£22,401	£11.61	15	£22,911	£11.88
						16	£23,369	£12.11
25	£22,658	11.74	25	£23,111	£11.98	17	£23,836	£12.35
						18	£24,313	£12.60
26	£23,398	12.13	26	£23,866	£12.37	19	£24,799	£12.85
27	£24,174	12.53	27	£24,657	£12.78	20	£25,295	£13.11
						21	£25,801	£13.37

*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 in the National Agreement 'Green Book')

(Table continued)

1 April 2017 (current rates)			1 April 2018			1 April 2019		
SCP	£ per annum	£ per hour*	SCP	£ per annum	£ per hour*	New SCP	£ per annum	£ per hour*
28	£24,964	12.94	28	£25,463	£13.20	22	£26,317	£13.64
29	£25,951	13.45	29	£26,470	£13.72	23	£26,999	£13.99
30	£26,822	13.90	30	£27,358	£14.18	24	£27,905	£14.46
31	£27,668	14.34	31	£28,221	£14.63	25	£28,785	£14.92
32	£28,485	14.76	32	£29,055	£15.06	26	£29,636	£15.36
33	£29,323	15.20	33	£29,909	£15.50	27	£30,507	£15.81
34	£30,153	15.63	34	£30,756	£15.94	28	£31,371	£16.26
35	£30,785	15.96	35	£31,401	£16.28	29	£32,029	£16.60
36	£31,601	16.38	36	£32,233	£16.71	30	£32,878	£17.04
37	£32,486	16.84	37	£33,136	£17.18	31	£33,799	£17.52
38	£33,437	17.33	38	£34,106	£17.68	32	£34,788	£18.03
39	£34,538	17.90	39	£35,229	£18.26	33	£35,934	£18.63
40	£35,444	18.37	40	£36,153	£18.74	34	£36,876	£19.11
41	£36,379	18.86	41	£37,107	£19.23	35	£37,849	£19.62
42	£37,306	19.34	42	£38,052	£19.72	36	£38,813	£20.12
43	£38,237	19.82	43	£39,002	£20.22	37	£39,782	£20.62
44	£39,177	20.31	44	£39,961	£20.71	38	£40,760	£21.13
45	£40,057	20.76	45	£40,858	£21.18	39	£41,675	£21.60
46	£41,025	21.26	46	£41,846	£21.69	40	£42,683	£22.12
47	£41,967	21.75	47	£42,806	£22.19	41	£43,662	£22.63
48	£42,899	22.24	48	£43,757	£22.68	42	£44,632	£23.13
49	£43,821	22.71	49	£44,697	£23.17	43	£45,591	£23.63

*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 in the National Agreement 'Green Book')



PAY



UP



NOW!

**For council and
school workers**

What should you do now?

If you want to know more about the offer you can talk to your UNISON steward or local UNISON branch.

After the NJC committee meets on 23 January, your branch will be asking for your views – through a postal or electronic ballot and/or workplace meetings. Make sure you have your say!

Please tell your workmates about the offer and get non-members to join UNISON

Not in UNISON?

Join today at joinunison.org or call **0800 171 2193**