

PAY

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NOW!

Ar gyfer gweithwyr cynghorau ac ysgolion

Cynnig y cyflogwyr ar dâl NJC

Mae'r Gymdeithas Llywodraeth Leol (y Gymdeithas) wedi gwneud cynnig tâl dwy flynedd o 1 Ebrill 2018 – 31 Mawrth 2020 ar gyfer gweithwyr cynghorau, ysgolion ac eraill ar dâl y Gymdeithas.

Cynnig y Gymdeithas:

O 1 Ebrill 2018:

Ar SCP 6,	£1,380	(cyfatebol i 9.191%)
Ar SCP 7,	£1,380	(cyfatebol i 9.130%)
Ar SCP 8,	£1,380	(cyfatebol i 9.052%)
Ar SCP 9,	£1,380	(cyfatebol i 8.976%)
Ar SCP 10,	£1,250	(cyfatebol i 8.006%)
Ar SCP 11,	£1,200	(cyfatebol i 7.592%)
Ar SCP 12,	£1,050	(cyfatebol i 6.512%)
Ar SCP 13,	£900	(cyfatebol i 5.458%)
Ar SCP 14,	£900	(cyfatebol i 5.363%)
Ar SCP 15,	£900	(cyfatebol i 5.272%)
Ar SCP 16,	£900	(cyfatebol i 5.167%)
Ar SCP 17,	£900	(cyfatebol i 5.064%)
Ar SCP 18,	£800	(cyfatebol i 4.427%)
Ar SCP 19,	£700	(cyfatebol i 3.734%)

Ar SCPs 20 ac uwch, cynnydd o 2.0%

Mae'r rhain yn gynydd ar bwyntiau graddfa NJC NID graddau. Bydd angen i chi weld beth maent yn golygu o fewn eich strwythur cyflog a graddio lleol. Gwiriwch gyda'ch cangen.

O 1 Ebrill 2019, mae'r LGA yn cynnig colofn gyflog ddiwygiedig arfaethedig.

Dangosir graddfeydd cyflog yn cymharu cyflog cyfredol gyda chynnig yr LGA ar gyfer 2018 – 2020 ar y tudalennau canlynol.

Ymateb UNISON i'r cynnig

Oherwydd bod yr LGA yn cynnig colofn gyflog ddiwygiedig yn rhan o'r cynnig, mae Pwyllgor NJC UNISON wedi penderfynu peidio gwneud argymhelliad ar y cynnig nes bydd eich cynrychiolwyr cangen wedi mynychu cyfarfodydd briffio i esbonio ei effaith ar strwythurau cyflog a graddio lleol. Cynhelir y rhain yn gynnar yn Ionawr.

Yna bydd pwyllgor yr NJC yn cwrdd ar 23 Ionawr i benderfynu ar ei argymhelliad ar y cynnig a'r amserlen i ymgynghori gydag aelodau.

Cyflog Llywodraeth Leol - Cyfraddau Cyflog NJC Cyfredol ac Arfaethedig

1 Ebrill 2017 (cyfraddau cyfredol)			1 Ebrill 2018			1 Ebrill 2019		
SCP	£ y flwyddyn	£ yr awr*	SCP	£ y flwyddyn	£ yr awr*	SCP Newydd	£ y flwyddyn	£ yr awr*
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
21	£20,138	£10.44	21	£20,541	£10.65	10	£20,751	£10.76
22	£20,661	£10.71	22	£21,074	£10.92	11	£21,166	£10.97
23	£21,268	£11.02	23	£21,693	£11.24	12	£21,589	£11.19
24	£21,962	11.38	24	£22,401	£11.61	13	£22,021	£11.41
25	£22,658	11.74	25	£23,111	£11.98	14	£22,462	£11.64
26	£23,398	12.13	26	£23,866	£12.37	15	£22,911	£11.88
27	£24,174	12.53	27	£24,657	£12.78	16	£23,369	£12.11
			28			17	£23,836	£12.35
			29			18	£24,313	£12.60
			30			19	£24,799	£12.85
			31			20	£25,295	£13.11
			32			21	£25,801	£13.37

*cyfradd fesul awr wedi ei gyfrifo trwy rannu cyflog blyneddol gyda 52.143 wythnos (sef 365 niwrnod wedi ei rannu gyda 7) ac yna ei rannu gyda 37 awr (yr wythnos waith safonol yn 'Llyfr Gwyrdd' y Cytundeb Cenedlaethol)

(Tabl parhad)

1 Ebrill 2017 (cyfraddau cyfredol)			1 Ebrill 2018			1 Ebrill 2019		
SCP	£ y flwyddyn	£ yr awr*	SCP	£ y flwyddyn	£ yr awr*	SCP Newydd	£ y flwyddyn	£ yr awr*
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

*cyfradd fesul awr wedi ei gyfrifo trwy rannu cyflog blynyddol gyda 52.143 wythnos (sef 365 niwrnod wedi ei rannu gyda 7) ac yna ei rannu gyda 37 awr (yr wythnos waith safonol yn 'Llyfr Gwyrd' y Cytundeb Cenedlaethol)

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Beth ddylech chi ei wneud nawr?

Os ydych chi eisiau gwybod mwy ynghylch y cynnig, gallwch siarad gyda'ch stiward UNISON neu gangen UNISON lleol.

Wedi i bwyllgor yr NJC gwrdd ar 23 Ionawr, bydd eich cangen yn gofyn am eich barnau – trwy bleidlais bost neu electronig ac/ neu gyfarfodydd yn y gweithle. Sicrhewch eich bod yn dweud eich dweud!

Dywedwch wrth eich cydweithwyr am y cynnig a chael rhai nad ydynt yn aelodau i ymuno ag UNISON.

Ddim yn UNISON?

Ymunwch heddiw yn joinunison.org neu ffonio **0800 171 2193**

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**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**

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
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						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
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30	£26,822	13.90	30	£27,358	£14.18	24	£27,905	£14.46
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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
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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')



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.