

# Pay up Now



## for Council and School workers in Inner London

► The London Employers have made a two-year pay offer from 1 April 2018 to 31 March 2020 for council, school, academy and other workers on NJC pay. This is detailed to the right and in the centre of this leaflet. The offer in Greater London is slightly different to the offer for the rest of England and for Wales and Northern Ireland because the pay spines for London include consolidated London Weighting.

UNISON's NJC Committee is recommending that you reject the offer because it falls short of our claim. However, the NJC Committee also believes that only substantial, all-out strike action could have the potential to change the offer.

### What should you do now?

UNISON members are being consulted over the offer and industrial action. The consultation ends on 9 March. Your branch will be explaining the offer and asking for your views – through a postal or electronic ballot and/or workplace meetings. If you haven't seen the consultation paper, ask your branch to give it to you.

### Have your say – and tell your workmates to have theirs too!

UNISON is the biggest union in councils, schools and academies. We are leading the fight for a better pay offer. We need all non-members to join UNISON and join our fight. Tell your workmates now!



## The London Employers' two year offer for NJC employees in Inner London is:

### From 1 April 2018

▷ On SCP 6, £1,780 (equivalent to 9.77%)

▷ On SCP 7, £1,720 (equivalent to 9.36%)

▷ On SCP 8, £1,490 (equivalent to 7.95%)

▷ On SCP 9, £1,320 (equivalent to 6.93%)

▷ On SCP 10, £1,160 (equivalent to 6.01%)

▷ On SCP 11, £1,270 (equivalent to 6.56%)

▷ On SCP 12, £1,120 (equivalent to 5.70%)

▷ On SCP 13, £950 (equivalent to 4.75%)

▷ On SCP 14, £880 (equivalent to 4.33%)

▷ On SCP 15, £850 (equivalent to 4.13%)

▷ On SCP 16, £820 (equivalent to 3.92%)

▷ On SCP 17, £830 (equivalent to 3.91%)

▷ On SCP 18, £830 (equivalent to 3.85%)

▷ On SCP 19, £640 (equivalent to 2.88%)

▷ On SCPs 20 and above, 2.0%

### From 1 April 2019

▷ A new GLPC pay spine (scp 1-65) with a bottom SCP 1 rate of £11.31

▷ 1.8% incremental steps between each new SCP 1 to 20 (old spine 6-28)

▷ Better than 2% increases for old spine points 6-32 (new spine points 1-27)

▷ 2% cost of living increase on old spine point 33 and above (new spine point 28)

# GLPC Employers' London Pay Offer January 2018

## Inner London Pay Spine

► 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.

SCP 2017	Inner London Pay 2017	Inner London Pay 2018	Inner London Hourly Rate 2018	Inner London Increase 2017/18	Inner London Cash Increase 2017/18	New SCP 2019	Inner London Pay 2019	Inner London Hourly Rate 2019	Inner London Increase 2018/19	Inner London Cash Increase 2018/19	Cumulative 2 Year Increase	Cumulative 2 Year Cash Increase
6	£18,222	£20,002	10.66	9.77%	£1,780	1	£21,231	£11.31	6.14%	£1,228	16.51%	£3,009
7	£18,384	£20,104	10.71	9.36%	£1,720	1	£21,231	£11.31	5.60%	£1,126	15.48%	£2,847
8	£18,747	£20,237	10.78	7.95%	£1,490	2	£21,613	£11.51	6.80%	£1,376	15.29%	£2,866
9	£19,050	£20,370	10.85	6.93%	£1,320	2	£21,613	£11.51	6.10%	£1,243	13.45%	£2,563
10	£19,311	£20,471	10.91	6.01%	£1,160	3	£22,002	£11.72	7.48%	£1,531	13.93%	£2,691
11	£19,347	£20,617	10.98	6.56%	£1,270	3	£22,002	£11.72	6.72%	£1,385	13.72%	£2,655
12	£19,665	£20,785	11.07	5.70%	£1,120	4	£22,398	£11.93	7.76%	£1,613	13.90%	£2,733
13	£20,001	£20,951	11.16	4.75%	£950	4	£22,398	£11.93	6.91%	£1,448	11.98%	£2,397
14	£20,310	£21,190	11.29	4.33%	£880	5	£22,801	£12.15	7.60%	£1,610	12.26%	£2,491
15	£20,580	£21,430	11.42	4.13%	£850	5	£22,801	£12.15	6.39%	£1,369	10.79%	£2,221
16	£20,907	£21,727	11.57	3.92%	£820	6	£23,211	£12.37	6.83%	£1,484	11.02%	£2,304
17	£21,252	£22,082	11.76	3.91%	£830	6	£23,211	£12.37	5.12%	£1,131	9.22%	£1,959
18	£21,546	£22,376	11.92	3.85%	£830	7	£23,629	£12.59	5.59%	£1,250	9.67%	£2,083
19	£22,218	£22,858	12.18	2.88%	£640	8	£24,054	£12.81	5.25%	£1,200	8.27%	£1,836
20	£22,902	£23,360	12.44	2.00%	£458	9	£24,487	£13.05	4.83%	£1,127	6.92%	£1,585
21	£23,610	£24,082	12.83	2.00%	£472	10	£24,928	£13.28	3.51%	£846	5.58%	£1,318
22	£24,135	£24,618	13.11	2.00%	£483	*11	£25,377	£13.52				
23	£24,738	£25,233	13.44	2.00%	£495	12	£25,834	£13.76	4.94%	£1,216	7.04%	£1,699
24	£25,437	£25,946	13.82	2.00%	£509	13	£26,299	£14.01	4.22%	£1,066	6.31%	£1,561
25	£26,136	£26,659	14.20	2.00%	£523	14	£26,772	£14.26	6.10%	£1,583	5.25%	£1,335
26	£26,865	£27,402	14.60	2.00%	£537	15	£27,254	£14.52	5.04%	£1,344	4.28%	£1,118
27	£27,654	£28,207	15.03	2.00%	£553	*16	£27,745	£14.78				
28	£28,440	£29,009	15.45	2.00%	£569	*17	£28,244	£15.05				
29	£29,424	£30,012	15.99	2.00%	£588	18	£28,752	£15.32	4.93%	£1,350	7.03%	£1,887
30	£30,294	£30,900	16.46	2.00%	£606	19	£29,270	£15.59	6.82%	£1,922	5.84%	£1,616
31	£31,140	£31,763	16.92	2.00%	£623	20	£29,797	£15.87	5.64%	£1,635	4.77%	£1,357
32	£31,953	£32,592	17.36	2.00%	£639	*21	£30,333	£16.16				
						*22	£30,879	£16.45				
						23	£31,435	£16.75	4.74%	£1,422	6.83%	£2,011
						24	£32,001	£17.05	3.56%	£1,101	5.63%	£1,707
						25	£32,577	£17.35	5.43%	£1,724	4.61%	£1,437
						*26	£33,163	£17.67				
						27	£33,760	£17.98	3.58%	£1,168	5.66%	£1,807

33	£32,802	£33,458	17.82	2.00%	£656	28	£34,127	£18.18	2.00%	£669	4.04%	£1,325
34	£33,627	£34,300	18.27	2.00%	£673	29	£34,986	£18.64	2.00%	£686	4.04%	£1,359
35	£34,254	£34,939	18.61	2.00%	£685	30	£35,638	£18.99	2.00%	£699	4.04%	£1,384
36	£35,070	£35,771	19.06	2.00%	£701	31	£36,487	£19.44	2.00%	£715	4.04%	£1,417
37	£35,961	£36,680	19.54	2.00%	£719	32	£37,414	£19.93	2.00%	£734	4.04%	£1,453
38	£36,912	£37,650	20.06	2.00%	£738	33	£38,403	£20.46	2.00%	£753	4.04%	£1,491
39	£38,007	£38,767	20.65	2.00%	£760	34	£39,542	£21.07	2.00%	£775	4.04%	£1,535
40	£38,919	£39,697	21.15	2.00%	£778	35	£40,491	£21.57	2.00%	£794	4.04%	£1,572
41	£39,855	£40,652	21.66	2.00%	£797	36	£41,465	£22.09	2.00%	£813	4.04%	£1,610
42	£40,785	£41,601	22.16	2.00%	£816	37	£42,433	£22.60	2.00%	£832	4.04%	£1,648
43	£41,718	£42,552	22.67	2.00%	£834	38	£43,403	£23.12	2.00%	£851	4.04%	£1,685
44	£42,651	£43,504	23.18	2.00%	£853	39	£44,374	£23.64	2.00%	£870	4.04%	£1,723
45	£43,530	£44,401	23.65	2.00%	£871	40	£45,289	£24.13	2.00%	£888	4.04%	£1,759
46	£44,496	£45,386	24.18	2.00%	£890	41	£46,294	£24.66	2.00%	£908	4.04%	£1,798
47	£45,438	£46,347	24.69	2.00%	£909	42	£47,274	£25.18	2.00%	£927	4.04%	£1,836
48	£46,377	£47,305	25.20	2.00%	£928	43	£48,251	£25.70	2.00%	£946	4.04%	£1,874
49	£47,292	£48,238	25.70	2.00%	£946	44	£49,203	£26.21	2.00%	£965	4.04%	£1,911
50	£48,234	£49,199	26.21	2.00%	£965	45	£50,183	£26.73	2.00%	£984	4.04%	£1,949
51	£49,176	£50,160	26.72	2.00%	£984	46	£51,163	£27.26	2.00%	£1,003	4.04%	£1,987
52	£50,115	£51,117	27.23	2.00%	£1,002	47	£52,140	£27.78	2.00%	£1,022	4.04%	£2,025
53	£51,069	£52,090	27.75	2.00%	£1,021	48	£53,132	£28.30	2.00%	£1,042	4.04%	£2,063
54	£52,071	£53,112	28.29	2.00%	£1,041	49	£54,175	£28.86	2.00%	£1,062	4.04%	£2,104
55	£53,088	£54,150	28.85	2.00%	£1,062	50	£55,233	£29.42	2.00%	£1,083	4.04%	£2,145
56	£54,102	£55,184	29.40	2.00%	£1,082	51	£56,288	£29.99	2.00%	£1,104	4.04%	£2,186
57	£55,107	£56,209	29.94	2.00%	£1,102	52	£57,333	£30.54	2.00%	£1,124	4.04%	£2,226
58	£56,112	£57,234	30.49	2.00%	£1,122	53	£58,379	£31.10	2.00%	£1,145	4.04%	£2,267
59	£57,114	£58,256	31.03	2.00%	£1,142	54	£59,421	£31.66	2.00%	£1,165	4.04%	£2,307
60	£58,131	£59,294	31.59	2.00%	£1,163	55	£60,479	£32.22	2.00%	£1,186	4.04%	£2,348
61	£59,127	£60,310	32.13	2.00%	£1,183	56	£61,516	£32.77	2.00%	£1,206	4.04%	£2,389
62	£60,135	£61,338	32.68	2.00%	£1,203	57	£62,564	£33.33	2.00%	£1,227	4.04%	£2,429
63	£61,158	£62,381	33.23	2.00%	£1,223	58	£63,629	£33.90	2.00%	£1,248	4.04%	£2,471
64	£62,145	£63,388	33.77	2.00%	£1,243	59	£64,656	£34.44	2.00%	£1,268	4.04%	£2,511
65	£63,159	£64,422	34.32	2.00%	£1,263	60	£65,711	£35.01	2.00%	£1,288	4.04%	£2,552
66	£64,449	£65,738	35.02	2.00%	£1,289	61	£67,053	£35.72	2.00%	£1,315	4.04%	£2,604
67	£65,769	£67,084	35.74	2.00%	£1,315	62	£68,426	£36.45	2.00%	£1,342	4.04%	£2,657
68	£67,101	£68,443	36.46	2.00%	£1,342	63	£69,812	£37.19	2.00%	£1,369	4.04%	£2,711
69	£68,490	£69,860	37.22	2.00%	£1,370	64	£71,257	£37.96	2.00%	£1,397	4.04%	£2,767
70	£69,882	£71,280	37.97	2.00%	£1,398	65	£72,705	£38.73	2.00%	£1,426	4.04%	£2,823

\* No assimilation from old pay spine



## UNISON's response to the offer

### **UNISON's NJC Committee met on 23 January to consider the offer and decided to reject it because:**

► Inflation is currently 4.1%. It is predicted to fall to 2.9% in the first quarter of 2018 and drop further to 2.8% in the first quarter of 2019. The pay increase in 2018 will be below inflation for about two thirds of local government workers. In 2019, nearly half will receive an increase below the predicted rate of inflation, so both groups will effectively receive a pay cut.

The Committee believes that the increases for the lower paid are only being made because of increases in the National Living Wage (NLW). The NLW will be £7.83 from 1 April 2018 – an increase of 4.4% on the 2017 rate of £7.50. The Low Pay Commission will recommend a new rate for 2019, when inflation is predicted to be 2.8%. A 2.8% increase in 2019 would give a new rate of £8.05.

► Almost two thirds of councils now pay the 'real' Foundation Living Wage of £8.75 outside London and £10.20 in London so the committee believes the pay offer will not benefit many local government employees.

► Research for UNISON by the New Policy Institute shows that almost half the cost of our claim for local government workers would be met from higher tax and National Insurance income for the Government and reduced in-work benefit costs.

### **Have your say!**

Make sure that you and your workmates take part in the consultation and have your say on pay. And don't forget to tell non-members that UNISON led the negotiations on the offer and that they need to join us to continue our campaign for decent pay and conditions for NJC workers.

**UNISON**  
*the public service union*