

# Pay up Now

for council and  
school workers



► The Local Government Association (LGA) has 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 to the right and in the centre of this leaflet. Members in Greater London have received a separate, equivalent offer – separate London leaflets are available.

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 LGA's two year offer is:

### 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%

### From 1 April 2019

- ▷ A new NJC pay spine (scp1-43) with a bottom NJC pay rate set at £9 per hour (new scp 1)
- ▷ 2% incremental steps between each new scp 1 & 22 (old scp 6-28)
- ▷ 2% cost of living increase on new scp 23 & above, including those on locally extended NJC pay spines

► 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.

Employee numbers (excluding schools)	2017 SCP	2017 Pay	2018 Pay	Increase 2017/8	New SCP
35,179	LW	£16,303	£16,881	3.55%	
8,804	6	£15,014	£16,394	9.19%	1
4,043	7	£15,115	£16,495	9.13%	1
6,196	8	£15,246	£16,626	9.05%	2
6,834	9	£15,375	£16,755	8.98%	2
9,081	10	£15,613	£16,863	8.01%	3
16,436	11	£15,807	£17,007	7.59%	3
9,291	12	£16,123	£17,173	6.51%	4
24,339	13	£16,491	£17,391	5.46%	4
14,878	14	£16,781	£17,681	5.36%	5
14,166	15	£17,072	£17,972	5.27%	5
14,988	16	£17,419	£18,319	5.17%	6
32,282	17	£17,772	£18,672	5.06%	6
17,231	18	£18,070	£18,870	4.43%	7
16,715	19	£18,746	£19,446	3.73%	8
14,493	20	£19,430	£19,819	2.00%	9
					10*
32,873	21	£20,138	£20,541	2.00%	11
13,556	22	£20,661	£21,074	2.00%	12
					13*
13,367	23	£21,268	£21,693	2.00%	14
11,365	24	£21,962	£22,401	2.00%	15
					16*
27,586	25	£22,658	£23,111	2.00%	17
					18*
14,057	26	£23,398	£23,866	2.00%	19
13,444	27	£24,174	£24,657	2.00%	20
					21*
21,419	28	£24,964	£25,463	2.00%	22
12,926	29	£25,951	£26,470	2.00%	23
9,687	30	£26,822	£27,358	2.00%	24
16,866	31	£27,668	£28,221	2.00%	25
8,545	32	£28,485	£29,055	2.00%	26
11,080	33	£29,323	£29,909	2.00%	27
15,639	34	£30,153	£30,756	2.00%	28
8,953	35	£30,785	£31,401	2.00%	29
11,282	36	£31,601	£32,233	2.00%	30
12,664	37	£32,486	£33,136	2.00%	31
9,314	38	£33,437	£34,106	2.00%	32
8,714	39	£34,538	£35,229	2.00%	33
8,300	40	£35,444	£36,153	2.00%	34
9,534	41	£36,379	£37,107	2.00%	35
5,480	42	£37,306	£38,052	2.00%	36
5,037	43	£38,237	£39,002	2.00%	37
6,190	44	£39,177	£39,961	2.00%	38
4,677	45	£40,057	£40,858	2.00%	39
5,073	46	£41,025	£41,846	2.00%	40
3,587	47	£41,967	£42,806	2.00%	41
2,877	48	£42,899	£43,757	2.00%	42
4,704	49	£43,821	£44,697	2.00%	43
<b>573,752</b>				<b>2.75%</b>	

\* No assimilation from old pay spine

2019	2019 Pay	2019 hourly rate	Increase 2018/9	Cumulative Increase	Cumulative Value Annual
	£17,388	£9.01	3.00%	6.66%	£1,085
	£17,364	£9.00	5.92%	15.65%	£2,350
	£17,364	£9.00	5.27%	14.88%	£2,249
	£17,711	£9.18	6.53%	16.17%	£2,465
	£17,711	£9.18	5.71%	15.19%	£2,336
	£18,065	£9.36	7.13%	15.70%	£2,452
	£18,065	£9.36	6.22%	14.28%	£2,258
	£18,426	£9.55	7.30%	14.28%	£2,303
	£18,426	£9.55	5.95%	11.73%	£1,935
	£18,795	£9.74	6.30%	12.00%	£2,014
	£18,795	£9.74	4.58%	10.09%	£1,723
	£19,171	£9.94	4.65%	10.06%	£1,752
	£19,171	£9.94	2.67%	7.87%	£1,399
	£19,554	£10.14	3.63%	8.21%	£1,484
	£19,945	£10.34	2.57%	6.40%	£1,199
	£20,344	£10.54	2.65%	4.70%	£914
	£20,751	£10.76			
	£21,166	£10.97	3.04%	5.10%	£1,028
	£21,589	£11.19	2.44%	4.49%	£928
	£22,021	£11.41			
	£22,462	£11.64	3.54%	5.61%	£1,194
	£22,911	£11.88	2.28%	4.32%	£949
	£23,369	£12.11			
	£23,837	£12.35	3.14%	5.20%	£1,179
	£24,313	£12.60			
	£24,800	£12.85	3.91%	5.99%	£1,402
	£25,296	£13.11	2.59%	4.64%	£1,122
	£25,801	£13.37			
	£26,317	£13.64	3.35%	5.42%	£1,353
	£26,999	£13.99	2.00%	4.04%	£1,048
	£27,906	£14.46	2.00%	4.04%	£1,084
	£28,786	£14.92	2.00%	4.04%	£1,118
	£29,636	£15.36	2.00%	4.04%	£1,151
	£30,508	£15.81	2.00%	4.04%	£1,185
	£31,371	£16.26	2.00%	4.04%	£1,218
	£32,029	£16.60	2.00%	4.04%	£1,244
	£32,878	£17.04	2.00%	4.04%	£1,277
	£33,798	£17.52	2.00%	4.04%	£1,312
	£34,788	£18.03	2.00%	4.04%	£1,351
	£35,933	£18.63	2.00%	4.04%	£1,395
	£36,876	£19.11	2.00%	4.04%	£1,432
	£37,849	£19.62	2.00%	4.04%	£1,470
	£38,813	£20.12	2.00%	4.04%	£1,507
	£39,782	£20.62	2.00%	4.04%	£1,545
	£40,760	£21.13	2.00%	4.04%	£1,583
	£41,675	£21.60	2.00%	4.04%	£1,618
	£42,682	£22.12	2.00%	4.04%	£1,657
	£43,662	£22.63	2.00%	4.04%	£1,695
	£44,632	£23.13	2.00%	4.04%	£1,733
	£45,591	£23.63	2.00%	4.04%	£1,770
			<b>2.85%</b>	<b>5.67%</b>	



# 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.

Published and printed by UNISON Communications  
UNISON Centre, 130 Euston Road, London NW1 2AY  
CU/February 2018/100,000/24841/Stock no.3860/UNP14992