



Local Government

PAY RATES

From 1 April 2018 to 31 March 2020

ENGLAND

WALES & NORTHERN IRELAND

Your new NJC pay award covers the period April 2018 – March 2020. You will see there are two different pay spines for 2018 and 2019.

On 1 April 2019 you will transfer to a new NJC pay spine with new scale points 1-43. UNISON is working with your employer to translate your local pay and grading structures onto the new pay spine.

Read across to see how you will assimilate from your old scale point to your new scale point.

SCP	1 Apr 18	Equivalent hourly rate*	SCP	1 Apr 19	Equivalent hourly rate*
6	£16,394	£8.50	1	£17,364	£9.00
7	£16,495	£8.55			
8	£16,626	£8.62	2	£17,711	£9.18
9	£16,755	£8.68			
10	£16,863	£8.74			
11	£17,007	£8.82	3	£18,065	£9.36
12	£17,173	£8.90			
13	£17,391	£9.01	4	£18,426	£9.55
14	£17,681	£9.16			
15	£17,972	£9.32	5	£18,795	£9.74
16	£18,319	£9.50			
17	£18,672	£9.68	6	£19,171	£9.94
18	£18,870	£9.78			
19	£19,446	£10.08	7	£19,554	£10.14
20	£19,819	£10.27	8	£19,945	£10.34
			9	£20,344	£10.54
			10	£20,751	£10.76**
21	£20,541	£10.65	11	£21,166	£10.97
22	£21,074	£10.92	12	£21,589	£11.19
			13	£22,021	£11.41**
23	£21,693	£11.24	14	£22,462	£11.64
24	£22,401	£11.61	15	£22,911	£11.88
			16	£23,369	£12.11**
25	£23,111	£11.98	17	£23,836	£12.35
			18	£24,313	£12.60**
26	£23,866	£12.37	19	£24,799	£12.85
27	£24,657	£12.78	20	£25,295	£13.11
			21	£25,801	£13.37**
28	£25,463	£13.20	22	£26,317	£13.64
29	£26,470	£13.72	23	£26,999	£13.99
30	£27,358	£14.18	24	£27,905	£14.46
31	£28,221	£14.63	25	£28,785	£14.92
32	£29,055	£15.06	26	£29,636	£15.36
33	£29,909	£15.50	27	£30,507	£15.81
34	£30,756	£15.94	28	£31,371	£16.26
35	£31,401	£16.28	29	£32,029	£16.60
36	£32,233	£16.71	30	£32,878	£17.04
37	£33,136	£17.18	31	£33,799	£17.52
38	£34,106	£17.68	32	£34,788	£18.03
39	£35,229	£18.26	33	£35,934	£18.63
40	£36,153	£18.74	34	£36,876	£19.11
41	£37,107	£19.23	35	£37,849	£19.62
42	£38,052	£19.72	36	£38,813	£20.12
43	£39,002	£20.22	37	£39,782	£20.62
44	£39,961	£20.71	38	£40,760	£21.13
45	£40,858	£21.18	39	£41,675	£21.60
46	£41,846	£21.69	40	£42,683	£22.12
47	£42,806	£22.19	41	£43,662	£22.63
48	£43,757	£22.68	42	£44,632	£23.13
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')

**No assimilation from old pay spine.

Part 3 Paragraph 2.6(e) Sleeping-in Duty Payment:

01 Apr 18	01 Apr 19
£35.37	£36.08

RATES OF PROTECTED ALLOWANCES AT 1 APR 18 and 1 APR 19 FORMER APT&C AGREEMENT (PURPLE BOOK)

Paragraph 28(3) Nursery Staffs in Educational Establishments - Special Educational Needs Allowance

01 Apr 18	01 Apr 19
£1,264	£1,289

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance:

01 Apr 18	01 Apr 19
£205	£209

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

01 Apr 18	01 Apr 19
£149	£152

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

01 Apr 18	01 Apr 19
£857	£874

Outer Fringe Area:

01 Apr 18	01 Apr 19
£597	£609

Paragraph 35 Standby Duty Allowance - Social Workers

(1)(a)(i) Allowance - Per Session

01 Apr 18	01 Apr 19
£28.46	£29.03

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

Section 1 Paragraph 3 London and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

01 Apr 18	01 Apr 19
£857	£874

Outer Fringe Area:

01 Apr 18	01 Apr 19
£597	£609

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