

Greater London Provincial Council

DATE: 1 November 2023

GLPC CIRCULAR – November 2023

Dear Colleague

SALARY ARRANGEMENTS FOR LONDON – April 2023

Please note agreement has been reached on the pay award for Local Government Services ('Green Book') employees, covering the period 1 April 2023 to 31 March 2024.

The London Agreement specifies that inner and outer London pay spines will be amended each year in line with the same methodology approach and key principles of the agreement reached at the NJC for Local Government Services.

The national pay agreement and relevant pay increases for London is outlined below.

- **With effect from 1 April 2023 the national pay increases by £1,925 on all NJC pay points. Further, with effect from 1 April 2023, an increase of 3.88 per cent on all pay points above the maximum of the pay spine (spine point 43 on the NJC pay scale).**
- **In London this translates to an equivalent offer of £2,226 on Outer London pay points up to and including spine point 48 and an increase of £2,352 on Inner London pay points up to and including spine point 50. Above these pay points on the respective London pay spines an increase of 3.88 per cent will apply.**
- **Allowances, including overtime rates, to be increased by 3.88%**

Based on the above agreement the rates of pay applicable from **1 April 2023** for the Outer and Inner London pay spines are attached respectively at **Annex 1** and **Annex 2**.

The rates for allowances up-rated in line with the agreement are set out below.

Planned overtime rates

The GLPC recommended planned overtime rates are as follows with a 3.88% increase:

	Overtime rate 2020	Overtime rate 2021	Overtime rate 2022	Overtime rate 2023
Rate a)	£21.60	£21.98	£22.86	£23.75
Rate b)	£23.12	£23.52	£24.47	£25.42
Rate c)	£25.09	£25.53	£26.56	£27.59

These rates are relevant from spinal column point 23 and above. See **Annex 3** for an example of how the planned overtime rates work with typical London borough grading arrangements. Paragraph 2.4 of the Gold Book also provides guidance on the application of these rates.

Special London Allowance for Residential Staff

The rate from 1 April 2023 is **£1,321**, an increase of £50 from £1,271 at April 2022.

Separate London Allowance

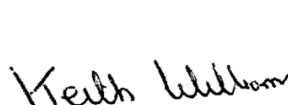
If your organisation continues to use a separate London Allowance or needs to identify it separately for payroll purposes for employees paid at spine point 50 and above, the following figures would be used. Note April 2023 allowances have been increased by 3.88% in line with the national pay agreement.

	01-Apr-20	01-Apr-21	01-Apr-22	01-Apr-23
Inner London (APT & C)	£3,713	£3,778	£3,931	£4,083
Outer London (APT & C)	£1,978	£2,013	£2,094	£2,175
Greater London (Manual Workers)	£2,714	£2,761	£2,873	£2,985

Yours sincerely **Joint Secretaries**



Helen Reynolds
UNISON



Keith Williams
GMB



Steve Davies
Regional Employers' Secretary

To: The Chief Executives of the London boroughs
The Heads of Human Resources of the London boroughs
The Finance Directors of the London boroughs
GLEF Employers' Side representatives
London Councils Political Advisers'
The constituent trade unions

Annex 1 – Outer London Pay Spines April 2023

NJC for LG Services - Final pay agreement £1925 on all pay points = to 9.42% on NJC SCP2 from 1 April 2023. And minimum of 3.88% on spinal points above NJC scp43. In London the break point for 3.88% is higher at scp49 for Outer London.

Equivalent rate for Outer London = Increase of £2,226 up to and including spine point 48 and 3.88% for spines points 49 to 65.

Note - London convention of rounding up to £3 multiple

Outer London Spine pt	Outer London Apr 2021 Rate	Outer London Apr 2022 Rate	Outer London Apr 2023 New Rate
1	£21,228	£23,457	deleted
2	£21,399	£23,628	£25,854
3	£21,783	£24,012	£26,238
4	£22,179	£24,408	£26,634
5	£22,575	£24,804	£27,030
6	£22,983	£25,212	£27,438
7	£23,400	£25,629	£27,855
8	£23,817	£26,046	£28,272
9	£24,243	£26,472	£28,698
10	£24,684	£26,913	£29,139
11	£25,128	£27,357	£29,583
12	£25,578	£27,807	£30,033
13	£26,040	£28,269	£30,495
14	£26,508	£28,737	£30,963
15	£26,985	£29,214	£31,440
16	£27,471	£29,700	£31,926
17	£27,966	£30,195	£32,421
18	£28,470	£30,699	£32,925
19	£28,983	£31,212	£33,438
20	£29,502	£31,731	£33,957
21	£30,036	£32,265	£34,491
22	£30,576	£32,805	£35,031
23	£31,122	£33,351	£35,577
24	£31,590	£33,819	£36,045
25	£32,112	£34,341	£36,567
26	£32,988	£35,217	£37,443
27	£33,909	£36,138	£38,364
28	£34,809	£37,038	£39,264
29	£35,496	£37,725	£39,951
30	£36,378	£38,607	£40,833
31	£37,353	£39,582	£41,808
32	£38,385	£40,614	£42,840
33	£39,564	£41,793	£44,019
34	£40,566	£42,795	£45,021
35	£41,586	£43,815	£46,041
36	£42,585	£44,814	£47,040

37	£43,605	£45,834	£48,060
38	£44,628	£46,857	£49,083
39	£45,576	£47,805	£50,031
40	£46,638	£48,867	£51,093
41	£47,661	£49,890	£52,116
42	£48,681	£50,910	£53,136
43	£49,674	£51,903	£54,129
44	£50,700	£52,929	£55,155
45	£51,717	£53,946	£56,172
46	£52,746	£54,975	£57,201
47	£53,793	£56,022	£58,248
48	£54,873	£57,102	£59,328
49	£55,980	£58,209	£60,468
50	£57,084	£59,313	£61,617
51	£58,173	£60,402	£62,748
52	£59,262	£61,491	£63,879
53	£60,366	£62,595	£65,025
54	£61,455	£63,684	£66,156
55	£62,547	£64,776	£67,290
56	£63,651	£65,880	£68,439
57	£64,749	£66,978	£69,579
58	£65,838	£68,067	£70,710
59	£66,936	£69,165	£71,850
60	£68,343	£70,572	£73,311
61	£69,768	£71,997	£74,793
62	£71,229	£73,458	£76,311
63	£72,726	£74,955	£77,865
64	£74,247	£76,476	£79,446
65	£75,738	£77,967	£80,994

Annex 2 – Inner London Pay Spines April 2023

NJC for LG Services - Final pay agreement £1925 on all pay points = to 9.42% on NJC SCP2 from 1 April 2023. And minimum of 3.88% on spinal points above NJC scp43. In London the break point for 3.88% is higher at scp51 for Inner London

Equivalent rate for Inner London = Increase of £2,352 up to and including spine point 50 and 3.88% for spines points 51 to 65.

Note - London convention of rounding up to £3 multiple

Inner London Spine pt	Inner London Apr 2021 Rate	Inner London Apr 2022 Rate	Inner London Apr 2023 New Rate
1	£22,416	£24,771	deleted
2	£22,599	£24,954	£27,306
3	£23,004	£25,359	£27,711
4	£23,421	£25,776	£28,128
5	£23,838	£26,193	£28,545
6	£24,270	£26,625	£28,977
7	£24,705	£27,060	£29,412
8	£25,152	£27,507	£29,859
9	£25,602	£27,957	£30,309
10	£26,064	£28,419	£30,771
11	£26,535	£28,890	£31,242
12	£27,009	£29,364	£31,716
13	£27,498	£29,853	£32,205
14	£27,993	£30,348	£32,700
15	£28,497	£30,852	£33,204
16	£29,010	£31,365	£33,717
17	£29,532	£31,887	£34,239
18	£30,063	£32,418	£34,770
19	£30,606	£32,961	£35,313
20	£31,155	£33,510	£35,862
21	£31,716	£34,071	£36,423
22	£32,289	£34,644	£36,996
23	£32,868	£35,223	£37,575
24	£33,459	£35,814	£38,166
25	£34,062	£36,417	£38,769
26	£34,671	£37,026	£39,378
27	£35,298	£37,653	£40,005
28	£35,982	£38,307	£40,689
29	£36,679	£38,934	£41,286
30	£37,260	£39,615	£41,967
31	£38,148	£40,503	£42,855
32	£39,117	£41,472	£43,824
33	£40,155	£42,510	£44,862
34	£41,346	£43,701	£46,053
35	£42,336	£44,691	£47,043
36	£43,356	£45,711	£48,063
37	£44,364	£46,719	£49,071

38	£45,381	£47,736	£50,088
39	£46,392	£48,747	£51,099
40	£47,352	£49,707	£52,059
41	£48,402	£50,757	£53,109
42	£49,428	£51,783	£54,135
43	£50,451	£52,806	£55,158
44	£51,444	£53,799	£56,151
45	£52,470	£54,825	£57,177
46	£53,490	£55,845	£58,197
47	£54,513	£56,868	£59,220
48	£55,554	£57,909	£60,261
49	£56,640	£58,995	£61,347
50	£57,750	£60,105	£62,457
51	£58,851	£61,206	£63,582
52	£59,943	£62,298	£64,716
53	£61,038	£63,393	£65,853
54	£62,127	£64,482	£66,984
55	£63,234	£65,589	£68,136
56	£64,314	£66,669	£69,258
57	£65,415	£67,770	£70,401
58	£66,528	£68,883	£71,556
59	£67,599	£69,954	£72,669
60	£68,703	£71,058	£73,818
61	£70,104	£72,459	£75,273
62	£71,544	£73,899	£76,767
63	£72,990	£75,345	£78,270
64	£74,502	£76,857	£79,842
65	£76,014	£78,369	£81,411

Annex 3

GLPC planned Overtime rates against spinal points applicable from 1 April 2023

Outer London Rates

Typical original GLPC Outer LB pay grades based on Hounslow and Greenwich

SCP	2022 Outer London Salary			1 Apr 2022 GLPC Planned O/Time rates	2023 - Outer London Salary	New 1 Apr 23 Planned O/time rate
23	£33,351	SO1	PO1	£22.86	£35,577	£23.75
24	£33,819				£36,045	
25	£34,341				£36,567	
26	£35,217	£37,443				
27	£36,138	£38,364				
28	£37,038	£39,264				
29	£37,725	PO2		£24.47	£39,951	£25.42
30	£38,607				£40,833	
31	£39,582				£41,808	
32	£40,614	PO3			£42,840	
33	£41,793				£44,019	
34	£42,795				£45,021	
35	£43,815	PO4		£26.56	£46,041	£27.59
36	£44,814				£47,040	
37	£45,834				£48,060	
38	£46,857	PO5	£49,083			
39	£47,805		£50,031			
40	£48,867		£51,093			
41	£49,890	PO6	£52,116			
42	£50,910		£53,136			
43	£51,903		£54,129			
44	£52,929			£55,155		

Inner London Rates

Typical original GLPC Inner LB pay grades based on Lambeth and Hammersmith & Fulham

SCP	2022 Inner London Salary			1 Apr 2022 GLPC Planned O/Time rates	2023 Offer - Inner London Salary	New 1 Apr 23 Planned O/time rate
23	£35,223	SO1		£22.86	£37,575	£23.75
24	£35,814				£38,166	
25	£36,417				£38,769	
26	£37,026				£39,378	
27	£37,653	SO2			£40,005	
28	£38,037				£40,389	
29	£38,934		PO1		£41,286	
30	£39,615	PO2				
31	£40,503				£42,855	
32	£41,472				£43,824	
33	£42,510		PO3		£44,862	
34	£43,701				£46,053	
35	£44,691				£47,043	
36	£45,711	PO4			£48,063	
37	£46,719				£26.56	
38	£47,736		PO5		£50,088	
39	£48,747				£51,099	
40	£49,707				£52,059	
41	£50,757	PO6			£53,109	
42	£51,783				£54,135	
43	£52,806				£55,158	
44	£53,799				£56,151	