**NJC LOCAL GOVERNMENT & SCHOOLS PAY OFFER 2022/23**

**Q1. What is the pay offer?**

The 2022/23 Local Government & Schools Pay offer is for one year and is as follows:

* With effect from **1 April 2022,** an increase of **£1,925** on all **NJC pay points 1 and above (FTE).** This equates to **10.50%** for **SCP1** and no less than **4.04%** for **SCP43.** (This will be pro rata for part time and term time only workers).
* With effect from **1 April 2022,** an increase of **4.04%** on all allowances (see Q3)
* With effect from **1 April 2023, an increase of one day** to all employees’ annual leave entitlement.
* With effect from **1 April 2023,** the **deletion of pay point 1** from the NJC pay spine.

**Q2. How will the pay increase be paid?**

The increase will be added to employee’s annual salary and therefore be paid monthly. If this pay offer is accepted, it will be backdated to 1st April 2022.

 **Q3. What are the allowances impacted by this pay offer?**

The allowances impacted by this pay offer are:

**GREEN BOOK:** Part 3, Para 2.6(e) Sleeping-in Duty Payment

* **PURPLE BOOK (Former APT&C Agreement):**
* Para 28(3) Nursery Staff in Educational Establishments – Special Educational Needs Allowance
* Para 28(14) Laboratory / Workshop Technicians:

\*\* City & Guilds Science Laboratory Technicians Certificate Allowance

\*\* City & Guilds Laboratory Technicians Advance Certificate Allowance

* Para 32 London Weighting and Fringe Area Allowance (Inner & Outer Fringe Area)
* Para 35 Standby Duty Allowance – Social Workers (1)(a)(i) Allowance
* **WHITE BOOK (Former Manual Worker Agreement):**
* Section 1, Para 3 London and Fringe Area Allowances (Inner & Outer)

**Q4. Who does this apply to?**

All staff on NJC Green Book conditions working in councils, schools, academies and various other bodies. Over 1 million workers are covered by NJC Green Book conditions.

The NJC agreement covers workers in England, Wales & Northern Ireland. It is important to note that some employers in these sectors have opted out of the NJC.

The pay offer is a one year pay deal that if accepted will be backdated to from 1st April 2022.

**Q5. Who doesn't this apply to?**

This offer doesn’t apply to Craft Workers on Red Book terms, staff on Chief Officer Terms, or staffs coming under any pay arrangements other than the NJC Green Book. For example, this does not apply to staff working in academies which do not follow green book terms and conditions (although some workers who have transferred from a local authority and retained their terms and conditions under a TUPE transfer may still come under the NJC).

**Q6. I work in an academy; how can I know if the proposals apply to me?**

For the vast majority of academy staff, the pay offer will apply because your pay is still determined by NJC. However, for a small number pay may not be determined in this way. For example, in a multi academy trust that has moved away from NJC and negotiates pay separately and where staff have a new academy contract. If you are unsure, contact your local GMB Representative or Branch.

**Q7. Who will receive the additional days annual leave?**

The annual leave day is a permanent addition to all employees on Green Book conditions, regardless of their current annual leave entitlements, length of service, seniority or local arrangements. This will not come into effect though until April 2023.

#  **Q8. What are Spinal Column Points and how do they relate to me?**

Spinal Column Points (SCPs) are a set of salary levels. Together they make up the national pay spine, which is what the NJC negotiates on. Due to the introduction of the national pay spine in 2019, SCP start at SCP 1 and the highest is SCP 43. The NJC rates for SCP 1 at 2021/22 are at £9.50 an hour, giving a full-time annual salary of £18,333.

These salary levels are used by employers to design their local pay grades or pay scales and there are many variations, depending on which local authority you are contracted to work in.

# **Q9. What are the proposals worth to members?**

The offer is for a £1,925 increase to each Spinal Column Point which to equates to an increase of approximately £1 per hour. SCP 1 would also be deleted with effect from 1st April 2023 but no further information on this has been provided at this stage.

## **Cash change in annual earnings (FTE)**

(Calculated on a full time, 37 hour week salary)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **SCP** | **2021/22** | **2022/23** | **Increase %** | **Increase £** |
| 1 | £18,333 | £20,258 | 10.50% | £1,925 |
| 2 | £18,516 | £20,441 | 10.40% | £1,925 |
| 3 | £18,887 | £20,812 | 10.19% | £1,925 |
| 4 | £19,264 | £21,189 | 9.99% | £1,925 |
| 5 | £19,650 | £21,575 | 9.80% | £1,925 |
| 6 | £20,043 | £21,968 | 9.60% | £1,925 |
| 7 | £20,444 | £22,369 | 9.42% | £1,925 |
| 8 | £20,852 | £22,777 | 9.23% | £1,925 |
| 9 | £21,269 | £23,194 | 9.05% | £1,925 |
| 10 | £21,695 | £23,620 | 8.87% | £1,925 |
| 11 | £22,129 | £24,054 | 8.70% | £1,925 |
| 12 | £22,571 | £24,496 | 8.53% | £1,925 |
| 13 | £23,023 | £24,948 | 8.36% | £1,925 |
| 14 | £23,484 | £25,409 | 8.20% | £1,925 |
| 15 | £23,953 | £25,878 | 8.04% | £1,925 |
| 16 | £24,432 | £26,357 | 7.88% | £1,925 |
| 17 | £24,920 | £26,845 | 7.72% | £1,925 |
| 18 | £25,419 | £27,344 | 7.57% | £1,925 |
| 19 | £25,927 | £27,852 | 7.42% | £1,925 |
| 20 | £26,446 | £28,371 | 7.28% | £1,925 |
| 21 | £26,975 | £28,900 | 7.14% | £1,925 |
| 22 | £27,514 | £29,439 | 7.00% | £1,925 |
| 23 | £28,226 | £30,151 | 6.82% | £1,925 |
| 24 | £29,174 | £31,099 | 6.60% | £1,925 |
| 25 | £30,095 | £32,020 | 6.40% | £1,925 |
| 26 | £30,984 | £32,909 | 6.21% | £1,925 |
| 27 | £31,895 | £33,820 | 6.04% | £1,925 |
| 28 | £32,798 | £34,723 | 5.87% | £1,925 |
| 29 | £33,486 | £35,411 | 5.75% | £1,925 |
| 30 | £34,373 | £36,298 | 5.60% | £1,925 |
| 31 | £35,336 | £37,261 | 5.45% | £1,925 |
| 32 | £36,371 | £34,446 | 5.29% | £1,925 |
| 33 | £37,568 | £39,493 | 5.12% | £1,925 |
| 34 | £38,553 | £40,478 | 4.99% | £1,925 |
| 35 | £39,571 | £41,496 | 4.86% | £1,925 |
| 36 | £40,578 | £42,503 | 4.74% | £1,925 |
| 37 | £41,591 | £43,516 | 4.63% | £1,925 |
| 38 | £42,614 | £44,539 | 4.52% | £1,925 |
| 39 | £43,570 | £45,495 | 4.42% | £1,925 |
| 40 | £44,624 | £46,549 | 4.31% | £1,925 |
| 41 | £45,648 | £47,573 | 4.22% | £1,925 |
| 42 | £46,662 | £48,587 | 4.13% | £1,925 |
| 43 | £47,665 | £49,590 | 4.04% | £1,925 |

**Q10. What about part-time workers?**

Your pay should be increased in line with your Full Time Equivalent Spinal Column Point on a pro-rata basis, in a way that is no less favorable than the treatment of full time workers.

Under the NJC agreement, ‘part time employees shall have applied to them the pay and conditions of service pro-rata to comparable full time employees in the same authority’ (8.1).

 **Q11. What about term-time workers?**

Term time only workers are ‘part- year’ workers and any pay increase will be pro rated to the weeks worked.

#  **Q12. I have more than one job, what about me?**

The increase is applied to your salary for each job.

 **Q13. My employer pays me a Market Forces supplement, what happens to me?**

The increase only applies to your basic pay.

#  **Q14. What about pensions?**

Pay increases are pensionable (and subject to National Insurance and tax).

#  **Q15. What about leavers and new starters?**

A new starter would get whatever is applicable from the day they join plus will benefit from the one day’s additional leave with effect from 1st April 2023. Anyone who leaves before the pay offer is implemented, they will not receive the increase.

#  **Q16. I'm on official leave, what happens to me?**

Whether on maternity leave, adoption leave, parental leave or sick leave, the increases will apply to basic pay (and allowances where applicable). However, they are not paid to anyone on a career break.

#  **Q17. What is GMB’s position on the offer?**

At a time, when the cost of living continues to increase significantly for all of us, this pay offer is real terms pay cut. This offer is also made without knowing whether there will be central funding from Government which means that currently the financial responsibility will fall to local councils, employers and schools.

GMBs’ National Local Government and Schools Committee’s consists of elected representatives from all GMB Regions. They have considered the pay offer in detail and believe that this is the best that can be achieved through negotiation and without a form industrial action.

**Q18. What is a consultative ballot?**

A consultative ballot offers all members a vote to have their say on pay. The NJC Employer only acknowledges the ballot results from those Unions that are recognized as the Unions for Local Government and Schools and these Unions are GMB, Unison and Unite.

# **Q19. Why should I vote?**

This is your opportunity to have your say on your pay and to let GMB, your employer and the Government know, whether you accept or reject this pay offer. As a union member, it’s crucial that you don’t miss this chance to vote. The higher the turnout of member votes we receive, the stronger the message is to the Employer in reflecting the views of members views on their pay.

If accepted by the majority of the recognized NJC unions membership, the offer will be implemented with the increase being backdated to 1st April, 2022. In the event GMB members reject the Pay Offer, this may lead to a formal ballot for Industrial Action in accordance with current legislation.