



P23/14  
20 October 2014

## LOCAL GOVERNMENT PAY CONSULTATION BEGINS

As from today GMB has commenced briefings on the new local government pay proposals which affect NJC Green Book staff in councils, schools, academies and many related employments. Please try to attend any briefings arranged at your workplace and if you haven't heard about one or want to request one, contact your GMB rep or local GMB office. Membership democracy is paramount so the vote on the proposals will start at the end of this month and will be a postal ballot of GMB members. It is important that everyone has a say on their pay so please use the opportunity and if you know of any non members please bring this to their attention too so they can join online and get the chance to vote.

The proposals cover a two year period from 1 April 2014 to 31 March 2016 and are worth 2.32% on average (although much higher for the lower paid) and for most people comprise a cash lump sum payable in December plus a percentage pay rise in January. The details are attached including a table showing how the proposals take effect at different salary levels. Much more detail will be explained at our briefings.

For members who are not covered by the NJC, for example craft red book staff or chief officers, discussions are still ongoing and I will issue further information when it is available.

*Brian Strutton*

**Brian Strutton**  
National Secretary - Public Services

Join GMB at [www.gmb.org.uk/join](http://www.gmb.org.uk/join)

Contact: Brian Strutton  
GMB National Office  
22 Stephenson Way, London NW1 2HD  
Email: [brian.strutton@gmb.org.uk](mailto:brian.strutton@gmb.org.uk)  
[www.gmb.org.uk](http://www.gmb.org.uk)

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Not London

SCP	2013/14 pay rates		Pay proposal for consultation				
	Per annum	Per hour	Proposed increase from 01Jan15	Proposed SCP per annum	Proposed SCP per hour	Proposed lump sum payment in Dec14	Proposed lump sum payment in Apr15
5	£12,435	£6.45	8.6% *	£13,500 *	£7.00 *	£325	
6	£12,614	£6.54	7.9%	£13,614	£7.06	£325	
7	£12,915	£6.69	6.2%	£13,715	£7.11	£325	
8	£13,321	£6.90	4.1%	£13,871	£7.19	£150	
9	£13,725	£7.11	2.6%	£14,075	£7.30	£150	
10	£14,013	£7.26	2.3%	£14,338	£7.43	£150	
11	£14,880	£7.71	2.2%	£15,207	£7.88	£100	
12	£15,189	£7.87	2.2%	£15,523	£8.05	£100	
13	£15,598	£8.08	2.2%	£15,941	£8.26	£100	
14	£15,882	£8.23	2.2%	£16,231	£8.41	£100	
15	£16,215	£8.40	2.2%	£16,572	£8.59	£100	
16	£16,604	£8.61	2.2%	£16,969	£8.80	£100	
17	£16,998	£8.81	2.2%	£17,372	£9.00	£100	
18	£17,333	£8.98	2.2%	£17,714	£9.18	£100	
19	£17,980	£9.32	2.2%	£18,376	£9.52	£100	
20	£18,638	£9.66	2.2%	£19,048	£9.87	£100	
21	£19,317	£10.01	2.2%	£19,742	£10.23	£100	
22	£19,817	£10.27	2.2%	£20,253	£10.50	£100	
23	£20,400	£10.57	2.2%	£20,849	£10.81	£100	
24	£21,067	£10.92	2.2%	£21,530	£11.16	£100	
25	£21,734	£11.27	2.2%	£22,212	£11.51	£100	
26	£22,443	£11.63	2.2%	£22,937	£11.89	£100	£ 3
27	£23,188	£12.02	2.2%	£23,698	£12.28	£100	£ 7
28	£23,945	£12.41	2.2%	£24,472	£12.68	£100	£ 10
29	£24,892	£12.90	2.2%	£25,440	£13.19	£100	£ 14
30	£25,727	£13.33	2.2%	£26,293	£13.63	£100	£ 18
31	£26,539	£13.76	2.2%	£27,123	£14.06	£100	£ 22
32	£27,323	£14.16	2.2%	£27,924	£14.47	£100	£ 26
33	£28,127	£14.58	2.2%	£28,746	£14.90	£100	£ 29
34	£28,922	£14.99	2.2%	£29,558	£15.32	£100	£ 33
35	£29,528	£15.31	2.2%	£30,178	£15.64	£100	£ 36
36	£30,311	£15.71	2.2%	£30,978	£16.06	£100	£ 39
37	£31,160	£16.15	2.2%	£31,846	£16.51	£100	£ 43
38	£32,072	£16.62	2.2%	£32,778	£16.99	£100	£ 47
39	£33,128	£17.17	2.2%	£33,857	£17.55	£100	£ 52
40	£33,998	£17.62	2.2%	£34,746	£18.01	£100	£ 56
41	£34,894	£18.09	2.2%	£35,662	£18.48	£100	£ 60
42	£35,784	£18.55	2.2%	£36,571	£18.96	£100	£ 65
43	£36,676	£19.01	2.2%	£37,483	£19.43	£100	£ 69
44	£37,578	£19.48	2.2%	£38,405	£19.91	£100	£ 73
45	£38,422	£19.92	2.2%	£39,267	£20.35	£100	£ 77
46	£39,351	£20.40	2.2%	£40,217	£20.85	£100	£ 81
47	£40,254	£20.86	2.2%	£41,140	£21.32	£100	£ 85
48	£41,148	£21.33	2.2%	£42,053	£21.80	£100	£ 89
49	£42,032	£21.79	2.2%	£42,957	£22.27	£100	£ 93

\* From 1 October 2015 SCP5 is abolished and staff on this point move up to SCP6 £13,614 (£7.06 ph) which is a total increase over the 2-year period of 9.5%.

Nb: All lump sums are pro-rata for part-time staff.

## LOCAL GOVERNMENT PAY CONSULTATION - THE PROPOSAL

The National Joint Council will shortly begin consulting councils and trade union members on a pay proposal that both Sides believe is the best that can be achieved through negotiation. The consultations will seek views on the following proposal (to be read in conjunction with the pay scales):

### Pay

All payments below to cover the period 1 April 2014 to 31 March 2016.

8.56% \* on SCP5 with effect from 1 January 2015

(\*based on salary at 31 March 2014. Therefore an adjustment will need to be made to take account of the increase to pay that was applied on 1 October 2014 when the National Minimum Wage increased. NJC Circular dated 9 September 2014 refers)

7.93% on SCP6 with effect from 1 January 2015

6.19% on SCP7 with effect from 1 January 2015

4.13% on SCP8 with effect from 1 January 2015

2.55% on SCP9 with effect from 1 January 2015

2.32% on SCP10 with effect from 1 January 2015

2.20% on SCPs 11 and above with effect from 1 January 2015

Plus

Deletion of SCP5 with effect from 1 October 2015

Plus

£325 non-consolidated cash payment to employees on SCPs 5, 6 & 7 to be paid in December 2014 (pro-rated for part-time employees)

£150 non-consolidated cash payment to employees on SCPs 8, 9 & 10 to be paid in December 2014 (pro-rated for part-time employees)

£100 non-consolidated cash payment to employees on SCPs 11-25 incl to be paid in December 2014 (pro-rated for part-time employees)

0.45% of proposed new salaries to employees on SCPs 26-49 incl, of which £100

non-consolidated cash payment to be paid in December 2014, and the remaining balance to be paid (non-consolidated) in April 2015 (both payments to be pro-rated for part-time employees)

All increases and cash sums are paid at their effective date so there is no backdating.

### NJC future work

Both Sides recognise that local government is undergoing a period of unprecedented

change. The way that public services are designed and delivered is evolving at a rapid pace and against this background the NJC agrees that councils and their workforce need collective agreements that:

reward employees fairly and recognise the diverse needs of the workforce

attract, retain and train people with the skills needed for the future

enable local service providers to react more quickly to changing circumstances

facilitate effective partnership working and collaboration across organisations

remove or modify existing barriers to ensure employees can move more easily

between different public sector employers

The NJC remains committed to national collective bargaining and aims to ensure that the bargaining machinery can reflect and support new ways of working. The NJC will focus on producing outputs that are relevant, fair and beneficial to both employers and those employed to provide public services.