



## NJC LOCAL GOVERNMENT & SCHOOLS PAY OFFER 2023/24

### Q1. What is the pay offer?

The 2023/24 Local Government & Schools Pay offer has been made without additional funding from Central Government being secured and is for one year only. The offer is as follows:

- With effect from **1 April 2023**, an increase of **£1,925** (pro rata for part time employees) to be paid as a consolidated, permanent addition on all **NJC pay points 2 to 43 inclusive**.
- With effect from **1 April 2023**, an increase of **3.88%** on all allowances (see Q10)

For GMB members employed within London, the Greater London Provincial Council (GLPC) Agreement and the London pay spines have been amended each year in line with the pay awards agreed by the NJC for Local Government Services.

If the National offer was accepted, this would translate 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 (both figures would be pro-rated for part time and term time only employees. )

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

The increase will be added to employee's annual salary and then paid monthly. If this pay offer is accepted, it will be backdated to 1<sup>st</sup> April 2023.

### Q3. 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 1<sup>st</sup> April 2023.

### Q4. Who doesn't this apply to?

This offer doesn't apply to Craft Workers on Red Book terms, staff on Chief Officer Terms, or staff coming under any pay arrangements different to the NJC Green Book. For example, this does not apply to staff working in academies 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).

#### **Q5. 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.

#### **Q6. 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 deletion of SCP1 from 1<sup>st</sup> April 2023, the national pay spine starts at SCP2 and ends at SCP43. The NJC rates for SCP2 at 2022/23 are at £10.60 and hour, giving a full -time annual salary of £20,441. These salary levels are used by the employer to design their local pay grades or pay scales and there are many variations, depending on which local authority you are contracted to work for.

#### **Q7. What are the proposals worth to members?**

The offer is for a £1,925 increase to each Spinal Column Point which equates to an increase of approximately £1.00 per hour.

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

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

SCP	Pay 2022/23	Pay 2023/24	% increase	Increase
2	£20,441	£22,366	9.42%	£1925
3	£20,812	£22,737	9.25%	£1925
4	£21,189	£23,114	9.08%	£1925
5	£21,575	£23,500	8.92%	£1925
6	£21,968	£23,893	8.76%	£1925
7	£22,369	£24,294	8.61%	£1925
8	£22,777	£24,702	8.45%	£1925
9	£23,194	£25,119	8.30%	£1925
10	£23,620	£25,545	8.15%	£1925
11	£24,054	£25,979	8.00%	£1925
12	£24,496	£26,421	7.86%	£1925
13	£24,948	£26,873	7.72%	£1925
14	£25,409	£27,334	7.58%	£1925
15	£25,878	£27,803	7.44%	£1925
16	£26,357	£28,282	7.30%	£1925
17	£26,845	£28,770	7.17%	£1925

18	£27,344	£29,269	7.04%	£1925
19	£27,852	£29,777	6.91%	£1925
20	£28,371	£30,296	6.79%	£1925
21	£28,900	£30,825	6.66%	£1925
22	£29,439	£31,364	6.54%	£1925
23	£30,151	£32,076	6.38%	£1925
24	£31,099	£33,024	6.19%	£1925
25	£32,020	£33,945	6.01%	£1925
26	£32,909	£34,834	5.85%	£1925
27	£33,820	£35,745	5.69%	£1925
28	£34,723	£36,648	5.54%	£1925
29	£35,411	£37,336	5.44%	£1925
30	£36,298	£38,223	5.30%	£1925
31	£37,261	£39,186	5.17%	£1925
32	£38,446	£40,221	5.03%	£1925
33	£39,493	£41,418	4.87%	£1925
34	£40,478	£42,403	4.76%	£1925
35	£41,496	£43,421	4.64%	£1925
36	£42,503	£44,428	4.53%	£1925
37	£43,516	£45,441	4.42%	£1925
38	£44,539	£46,464	4.32%	£1925
39	£45,495	£47,420	4.23%	£1925
40	£46,549	£48,474	4.14%	£1925
41	£47,573	£49,498	4.05%	£1925
42	£48,587	£50,512	3.96%	£1925
43	£49,590	£51,515	3.88%	£1925

#### Q8. 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).

#### Q9. 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.

#### Q10. 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)

#### Q11. I have more than one job, what about me?

The increase is applied to your salary for each job.

#### Q12. My employer pays me a Market Forces Supplement, what happens to me?

The increase only applies to your basic pay.

#### Q13. What about pensions?

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

#### Q14. What about leavers and new starters?

A new starter would get whatever is applicable from the day they join. Anyone who leaves before the pay offer is implemented will have to write into their former employer requesting the backdated payment.

#### Q15. 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, increases are not paid to anyone on a career break.

#### Q16. What is GMB's position on the offer?

At a time when the cost of living continues to increase significantly for us all, **this pay offer is real terms pay cut.**

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 offer falls too far short of the claim submitted and have consequently agreed to **recommend rejection** of the pay offer.

The logo for GMB London Region. It consists of an orange square with the letters 'GMB' in white, bold, sans-serif font. Below this square is a black rectangle with the words 'LONDON REGION' in white, bold, sans-serif font.

**GMB**

**LONDON  
REGION**

**Q17. 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 recognised as the Unions for Local Government and Schools and these Unions are GMB, Unison and Unite.

**Q18. 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.

**Q19. What will happen if GMB members reject the pay offer?**

If the pay offer is rejected by the majority of GMB members, there will be a move to a formal ballot for industrial action.