

JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

06 November 2023

To JNC Council Members
MSO/TUSO

JOINT NEGOTIATING COUNCIL CIRCULAR NO. 331

TEMPORARY COVER TO ENABLE PAYMENT OF REVALORISATION INCREASE FOR 2023/2024

Further to Department of Education correspondence dated 06 November 2023, temporary cover has been secured to enable the EA to meet its contractual obligations regarding the payment of revalorisation increases to eligible staff with effect from **1 April 2023**.

Please note that the applicable rates [with effect from 1 April 2023] are detailed in Annexes 1 and 1a. Annex 2 replicates the national pay agreement for information.


The Joint Secretaries of the Joint Negotiating Council for the Education Authority have agreed to the implementation of the pay award (revalorisation) with effect from 1 April 2023.



Management Side Secretary
M McDermott



Trade Union Side Secretary
A Law



Trade Union Side Secretary
A Speed



Trade Union Side Secretary
J Donley

Annex 1

NJC PAY W.E.F. 01 APRIL 2023

Grade	SCP	Salary w.e.f. 01.04.2022	Hourly Rate	Salary w.e.f. 01.04.2023	Hourly Rate
		£	£	£	£
Clerical Officer	1	£20,258	10.7919	Deleted wef 01.04.2023	
	2	£20,441	10.8894	£22,366	11.9149
	3	£20,812	11.0871	£22,737	12.1126
	4	£21,189	11.2879	£23,114	12.3134
Senior Clerical Officer	5	£21,575	11.4935	£23,500	12.5190
	6	£21,968	11.7029	£23,893	12.7284
Executive Officer	7	£22,369	11.9165	£24,294	12.9420
	8	£22,777	12.1339	£24,702	13.1594
	9	£23,194	12.3560	£25,119	13.3815
	10	£23,620	12.5830	£25,545	13.6084
	11	£24,054	12.8142	£25,979	13.8396
	12	£24,496	13.0496	£26,421	14.0751
	13	£24,948	13.2904	£26,873	14.3159
	14	£25,409	13.5360	£27,334	14.5615
	15	£25,878	13.7858	£27,803	14.8113
	16	£26,357	14.0410	£28,282	15.0665
	17	£26,845	14.3010	£28,770	15.3265
Senior Executive Officer	18	£27,344	14.5668	£29,269	15.5923
	19	£27,852	14.8374	£29,777	15.8629
	20	£28,371	15.1139	£30,296	16.1394
	21	£28,900	15.3957	£30,825	16.4212
	22	£29,439	15.6829	£31,364	16.7084
	23	£30,151	16.0622	£32,076	17.0877
	24	£31,099	16.5672	£33,024	17.5927
	25	£32,020	17.0578	£33,945	18.0833
Admin Officer	26	£32,909	17.5314	£34,834	18.5569
	27	£33,820	18.0167	£35,745	19.0422
	28	£34,723	18.4978	£36,648	19.5233
	29	£35,411	18.8643	£37,336	19.8898
Senior Admin Officer	30	£36,298	19.3368	£38,223	20.3623
	31	£37,261	19.8498	£39,186	20.8753
	32	£38,296	20.4012	£40,221	21.4267
	33	£39,493	21.0389	£41,418	22.0644
	34	£40,478	21.5636	£42,403	22.5891
Assistant Principal Officer	35	£41,496	22.1059	£43,421	23.1314
	36	£42,503	22.6424	£44,428	23.6679
	37	£43,516	23.1820	£45,441	24.2075
	38	£44,539	23.7270	£46,464	24.7525
Principal Officer	39	£45,495	24.2363	£47,420	25.2618
	40	£46,549	24.7978	£48,474	25.8233
	41	£47,573	25.3433	£49,498	26.3688
Senior Principal Officer (1)	42	£48,587	25.8835	£50,512	26.9090
	43	£49,590	26.4178	£51,515	27.4433
	44	£49,590	26.4178	£51,515	27.4433
	45	£50,594	26.9527	£52,557	27.9984
Senior Principal Officer (2)	46	£51,579	27.4774	£53,580	28.5435
	47	£52,566	28.0032	£54,606	29.0897
	48	£52,566	28.0032	£54,606	29.0897
	49	£53,532	28.5178	£55,609	29.6243
Education Officer	50	£54,471	29.0180	£56,584	30.1439
	51	£55,409	29.5177	£57,559	30.6630
	52	£56,414	30.0531	£58,603	31.2192
	53	£57,392	30.5741	£59,619	31.7604
	54	£58,377	31.0989	£60,642	32.3055
	55	£59,359	31.6220	£61,662	32.8489
	56	£60,345	32.1473	£62,686	33.3946
	57	£61,329	32.6715	£63,709	33.9391
Assistant Senior Education Officer	58	£62,315	33.1967	£64,733	34.4848
	59	£63,283	33.7124	£65,738	35.0204
	60	£64,273	34.2398	£66,767	35.5683
	61	£65,265	34.7683	£67,797	36.1173
	62	£66,281	35.3095	£68,853	36.6795
	63	£67,303	35.8540	£69,914	37.2451
	64	£68,349	36.4112	£71,001	37.8239
	65	£69,407	36.9748	£72,100	38.4094
	66	£70,493	37.5533	£73,228	39.0104

Former
A&G
Staff
See
Annex 1a

**Former Ancillary and General Staff
Pay Award w.e.f. 01 April 2023**

Grade	SCP	Salary w.e.f. 01/04/2022	Hourly Rate	Salary w.e.f. 01.04.2023	Hourly Rate
		£	£	£	£
Scale 1(a)	1	£20,258	10.7919	Deleted wef 01 April 2023	
Scale 1(b)	1	£20,258	10.7919	Deleted wef 01 April 2023	
	2	£20,441	10.8894	£22,366	11.9149
Scale 1(c)	2	£20,441	10.8894	£22,366	11.9149
	3	£20,812	11.0871	£22,737	12.1126
Scale 2	3	£20,812	11.0871	£22,737	12.1126
	4	£21,189	11.2879	£23,114	12.3134
Scale 3	5	£21,575	11.4935	£23,500	12.5190
	6	£21,968	11.7029	£23,893	12.7284
Scale 4	7	£22,369	11.9165	£24,294	12.9420
	8	£22,777	12.1339	£24,702	13.1594
	9	£23,194	12.3560	£25,119	13.3815
	10	£23,620	12.5830	£25,545	13.6084
	11	£24,054	12.8142	£25,979	13.8396
Scale 5	12	£24,496	13.0496	£26,421	14.0751
	13	£24,948	13.2904	£26,873	14.3159
	14	£25,409	13.5360	£27,334	14.5615
	15	£25,878	13.7858	£27,803	14.8113
	16	£26,357	14.0410	£28,282	15.0665
	17	£26,845	14.3010	£28,770	15.3265

**ALLOWANCES FOR LABORATORY TECHNICIANS, SOCIAL WORKERS,
NURSERY STAFFS AND STAFF IN RESIDENTIAL ESTABLISHMENTS**

	01/04/22	01/04/23
<u>LABORATORY TECHNICIANS</u>		
Qualified Allowances	£228	£237
	£165	£171
<u>SOCIAL WORKERS</u>		
Standby Duty Allowance	£31.58	£32.81
<u>NURSERY STAFF</u>		
<i>Special Education Needs Allowances</i>		
Recognised/qualified	£1,401	£1,455
Unqualified	£1,028	£1,068
<u>DAY NURSERY STAFFS</u>		
Nursery Students	£271	£281
	£164	£170
<u>STAFF IN RESIDENTIAL ESTABLISHMENTS</u>		
Sleeping in Duty Payments	£39.24	£40.76

National Joint Council for local government services

Employers' Secretary
Naomi Cooke

Trade Union Secretaries

Mike Short, UNISON
Sharon Wilde, GMB

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Local Government Association
18 Smith Square
London SW1P 3HZ
Tel: 020 7664 3000
info@local.gov.uk

Address for correspondence
UNISON Centre
130 Euston Road
London NW1 2AY
Tel: 0845 3550845
lgovernment@unison.co.uk

To: Chief Executives in England, Wales and N Ireland
(to be shared with Finance Director and HR Director)
Regional Employer Organisations
Members of the National Joint Council

1 November 2023

Dear Chief Executive,

LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2023

Employers are encouraged to implement this pay award as swiftly as possible.

Agreement has been reached on rates of pay applicable from **1 April 2023** (covering the period 1 April 2023 to 31 March 2024). The new pay rates are attached at **Annex 1**.

All locally determined pay points above the maximum of the pay spine but graded below deputy chief officer, should be increased by 3.88 per cent, in accordance with Green Book Part 2 Para 5.4¹.

The new rates for allowances, uprated by 3.88 per cent, are set out at **Annex 2**.

Joint work

It has been agreed that:

- there will be joint exploratory, without prejudice, informal discussions in order to map out the practical considerations of how and when the pay spine will be reviewed once the future policy direction of the National Living Wage has been confirmed
- there will be joint discussions on the broader family leave and pay issues raised in the unions' claim
- the NJC's Job Evaluation Technical Working Group shall conduct a review of all the school support staff model role profiles (published in 2013) to see whether any of the terminology needs refreshing to take account of, for example, technological advances and new ways of working that may have taken place over the last ten years

¹ The Green Book Part 2 Para 5.4 provides that posts paid above the maximum of the pay spine but graded below deputy chief officer are within scope of the NJC. The pay levels for such posts are determined locally, but once fixed are increased in line with agreements reached by the NJC.

Backpay for employees who have left employment since 1 April 2023

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2023 to the employee's last day of employment.

When salary arrears are paid to ex-employees who were in the LGPS, the employer must inform its local LGPS fund. Employers will need to amend the CARE and final pay figures (if the ex-employee has pre-April 2014 LGPS membership) accordingly.

Further detail is provided in [section 15 of the HR guide](#) and the [Backdated Pay Award FAQs](#), which are available on the [employer resources section](#) of www.lgpsregs.org.

Yours faithfully,

*Naomi
Cooke*

Naomi Cooke

M. R. Short

Mike Short

Sharon Wilde

Sharon Wilde

ANNEX 1

SCP	01-Apr-22		01-Apr-23	
	per annum	per hour	per annum	per hour
1	£20,258	£10.50	<i>Deleted wef 01 Apr 23</i>	
2	£20,441	£10.60	£22,366	£11.59
3	£20,812	£10.79	£22,737	£11.79
4	£21,189	£10.98	£23,114	£11.98
5	£21,575	£11.18	£23,500	£12.18
6	£21,968	£11.39	£23,893	£12.38
7	£22,369	£11.59	£24,294	£12.59
8	£22,777	£11.81	£24,702	£12.80
9	£23,194	£12.02	£25,119	£13.02
10	£23,620	£12.24	£25,545	£13.24
11	£24,054	£12.47	£25,979	£13.47
12	£24,496	£12.70	£26,421	£13.69
13	£24,948	£12.93	£26,873	£13.93
14	£25,409	£13.17	£27,334	£14.17
15	£25,878	£13.41	£27,803	£14.41
16	£26,357	£13.66	£28,282	£14.66
17	£26,845	£13.91	£28,770	£14.91
18	£27,344	£14.17	£29,269	£15.17
19	£27,852	£14.44	£29,777	£15.43
20	£28,371	£14.71	£30,296	£15.70
21	£28,900	£14.98	£30,825	£15.98
22	£29,439	£15.26	£31,364	£16.26
23	£30,151	£15.63	£32,076	£16.63
24	£31,099	£16.12	£33,024	£17.12
25	£32,020	£16.60	£33,945	£17.59
26	£32,909	£17.06	£34,834	£18.06
27	£33,820	£17.53	£35,745	£18.53
28	£34,723	£18.00	£36,648	£19.00
29	£35,411	£18.35	£37,336	£19.35
30	£36,298	£18.81	£38,223	£19.81
31	£37,261	£19.31	£39,186	£20.31
32	£38,296	£19.85	£40,221	£20.85
33	£39,493	£20.47	£41,418	£21.47
34	£40,478	£20.98	£42,403	£21.98
35	£41,496	£21.51	£43,421	£22.51
36	£42,503	£22.03	£44,428	£23.03
37	£43,516	£22.56	£45,441	£23.55
38	£44,539	£23.09	£46,464	£24.08
39	£45,495	£23.58	£47,420	£24.58
40	£46,549	£24.13	£48,474	£25.13
41	£47,573	£24.66	£49,498	£25.66
42	£48,587	£25.18	£50,512	£26.18
43	£49,590	£25.70	£51,515	£26.70

NB: 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)

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

1 April 2023
£40.76

**RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2023
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

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

1 April 2023
£1,455

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance:

1 April 2023
£237

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

1 April 2023
£171

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2023
£988

Outer Fringe Area:

1 April 2023
£689

Paragraph 36 Standby Duty Allowance - Social Workers (1)(a)(i) Allowance - Per Session

1 April 2023
£32.81

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

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

Inner Fringe Area:

1 April 2023
£988

Outer Fringe Area:

1 April 2023
£689