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For action

NJC (Support staff) - new NYCC pay structure from April 2019

Audience : Maintained, VA and Foundation Schools

In mid-November, schools were provided with advance detail of the proposed NJC pay structure for April 2019. This followed communication in Newsletters, at admin and finance conferences and at cluster meetings. As a reminder [click here](#) (cyps.info log in required).

At that stage, we asked schools not to share the detail more widely given the fact that the pay structure detail needs to be communicated across all NYCC staff. However, we gave you advance notice of the fact that we are heavily reliant on the support of school leaders to disseminate the information to support staff in schools once the initial political approval is in place.

Later this week, subject to initial Executive approval, the detail of the proposals will be made publicly available to staff across NYCC and UNISON will be writing to all of their members directly regarding the collective agreement. It is possible there may also be some press coverage. Clearly, it is important for school leaders to ensure that the information is communicated to their support staff quickly once it is announced. This is a collective agreement and there is no need for staff to receive individually tailored letters but the information does

Cascade to:

Headteachers and
Chairs of Governors

Action required by:

Action required this week in order to inform your support staff of the details.

need to be accessible and available to all support staff.
Action: As the communication requires coordination, we will send an email later this week to confirm that the information can be shared; the NJC pay structure page will be updated with the relevant materials which can be downloaded and printed, emailed to staff or saved to a shared area depending on your usual communication channels. This is likely to be on Thursday morning. Please can we ask you to ensure arrangements are in place to be able to disseminate the information as quickly as possible.

It is important to say that this is a good news story for highly valued staff so we don't anticipate it being a difficult message but it is one we are sure you will want to deliver yourselves.

We are grateful for your support. In the meantime, please do not hesitate to contact us if you have any queries.

Contact: NYHR@northyorks.gov.uk or telephone 01609 798343

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