

National Pay Award for Staff on NJC Terms and Conditions

Agreement has been reached on the National NJC Pay Award which will take effect from 1st April, 2018. The agreement reached covers a two year period which gives a minimum 2% increase in the first year and involves significant changes to the national pay spine in year 2. The new pay rates are available [here](#).

For maintained schools that use ESS, the pay award will be applied automatically to April salaries. Any maintained schools using alternative payroll provision should ensure that the pay award information is communicated to their provider as soon as possible.

Academies buying into ESS have already been contacted regarding whether they will apply the pay award and, where this has been agreed, the changes will be applied to relevant staff. Other Academies will need to determine if they wish to apply the award and notify their payroll provider accordingly.

It is recommended that all schools applying a pay award share the new pay rates with relevant staff.

Further information regarding the 2018/2019 pay agreement is given below.

1 April 2018 ('Year One'):

Bottom-Loading on SCPs 6-19 inclusive

Higher increases on the lower pay points were agreed resulting in a new bottom rate of £8.50 per hour on SCP 6.

Increase on SCPs 20 and above

A flat-rate increase of 2.0% has been applied to all pay points.

1 April 2019 ('Year Two'):

The second year sees the introduction of a significantly revised national pay spine. The bottom 12 points will be merged into six new ones and additional points are to be added in the middle of the pay spine. This will require a review of the current pay bands to ensure they fit with the new pay spine and are equitable, fair and affordable. Work with schools and Unison will take place over the coming months and further information will be shared in due course.