

Voluntary Living Wage – changes to the NYC pay spine with effect from 1st April 2024

On 29th February 2024, the LGA received from the NJC Trade Unions their 2024/25 pay claim for 'Green Book' (support staff) employees. The LGA will now consult Local Authorities in respect of the claim, before responding with an offer to unions. From there, the next steps are largely dependent on the Union response to the employer's response. The general election may well have an impact on the timescale for the outcome of the negotiation process. It's unlikely that there will be resolution and an agreement for some months. In this context, North Yorkshire Council have considered the cost-of-living pressures which continue to be difficult for everyone, and the significant challenges faced in some sectors in recruiting to vacant posts.

As an interim measure, and repeat of action taken in 2023, to support employees of NYC, including those employed in maintained NYC schools, and to support recruitment and retention, agreement has been reached with UNISON to increase the minimum pay for the NYC pay scales. This increase will take effect from 1st April 2024 and will introduce a minimum hourly rate of £12 per hour, which will match the national Voluntary Living Wage (VLW). This change will affect employees who are currently paid on spinal points 2, 3 and 4 of the NJC pay scale, from 1st April 2024 their hourly rate will increase to £12 per hour.

This agreement is being introduced pending the conclusion of the national pay negotiations, and if, as we expect, the national pay award increases pay to above this level, then the new pay from the pay award will be applied and backdated. It is highly anticipated that the national negotiations will result in a minimum salary on the NJC pay spine which is greater than the voluntary living wage. At the introduction of any nationally negotiated agreement, it is also anticipated that the differentiation between scale points 2, 3 and 4 will be re-introduced.

If you wish to discuss this matter, please do not hesitate to get in touch via NYES.HR@northyorks.gov.uk