

The 2018-2020 2 year national pay agreement for NJC (support) staff introduces a completely new national pay spine from 1st April 2019. It differs significantly from the current pay spine; its spinal points are of different values, it starts higher with the 7 lowest points removed and has 5 additional points in the middle which previously did not exist.

In response to this change, working in partnership with Unison, a working group have developed a new NYCC NJC pay structure for April 2019. Following detailed joint work, including early soundings from school based representatives, we are pleased to confirm that a preferred model has been developed, subject to Full Council approval in February. In summary:

- the current bands 1-16 are replaced with grades A-N,
- the grades vary in length
- the grades start and finish at new points and some have more increments

The new structure is good news with:

- all staff benefitting by **at least a 2% increase in April 2019**
- many staff seeing their pay increase by between **4-6% in April 2019**
- scope for further progression for staff in grades 7 and above from April 2020
- lower graded staff receiving an immediate larger increase with the lowest point starting at £9/hour, the Voluntary Living Wage rate

The proposed changes are good news but they do require a level of explanation so they can be properly understood. A number of documents have been made available to your school so that they can be made accessible in an appropriate place. First and foremost, you will want to refer to the document “What will my pay be” which explains the changes for each Band in detail. If you are not sure of your current Band, you will be able to find this information on your contract or you can ask your school who will be able to confirm this for you.

If you have any questions, a Frequently Asked Questions (FAQ) document has been made available and reference should be made to this in the first instance. **In the event that your question is not answered, you can contact NYHR@northyorks.gov.uk or 01609 798343.**

	Before April 2019		Post April 2019	
	Band	Full-time salary	Grade	Full-time salary
MSA	3	£16,495 - £16,755	B	Spot salary £17,711
GTA	4	£16,755 - £17,391	C	£17,711 - £18,426
ATA / B5 Administrator	5	£17,173 - £18,319	D	£18,426 - £19,171
HLTA	7	£19,446 - £21,074	F	£19,945 - £22,021

In terms of moving to the new pay structure (assimilation), it has been agreed with UNISON that incremental decisions will need to be made first and staff will then assimilate across to the relevant point on the new pay spine. Some examples are below:

MIDDAY SUPERVISORY ASSISTANT (MSA)

Alex is a newly appointed MSA paid at the bottom of Band 3, currently on an annual salary of £16,495. Barbara has worked as an MSA for several years and is paid at the top of the band, currently £16,755.

From 1st April 2019 both will be paid at the same full-time equivalent salary of £17,711 due to the fact that these bottom points have been combined under the national pay spine. That's a 7.4% increase for Alex and 5.8% increase for Barbara.

GENERAL TEACHING ASSISTANT (GTA)

Chris is a newly appointed GTA at the bottom of Band 4, currently £16,755 full-time equivalent. He is not due an increment in April 2019 and so will move to the bottom point of new Grade C, a 5.8% increase.

Dee has been a GTA for a couple of years. She is half way through the pay band on a full-time equivalent salary of £17,007. If she is due an increment in April 19 she will move to new spinal column point 4 at £18,426 but if her increment is withheld she will move to new spinal column point 3 £18,065. That's either an 8.3% pay increase if she gets an extra increment, or 6.2% increase if not.

Ethan is an experienced GTA at the top of the Band, spinal column point 13, currently £17,391. Whether Ethan has an increment removed, or remains at the top of current band 4, he will move across onto Grade C, point 4 simply because both current points 12 and 13 move to the new scp 4.

ADVANCED TEACHING ASSISTANT (ATA)

Freya is new in her ATA post, paid at scp 12 currently £17,173. She will move to the bottom point of Grade D, new spinal column point 4 at £18,426, a 7.3% increase wholly attributed to the national pay award and national pay spine.

Gary has been an ATA for 2 years and is on the 3rd point of the band on a full-time equivalent salary of £17,681. His pay will increase to £18,795 per hour, a 6.3% increase fully attributed to the national pay award.

NB: This is not an exhaustive list of examples. Please refer to "What will my pay be document" for further information.