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Dear Headteacher / Principal

### **NJC National Pay Spine Modelling / NJC Pay Award**

We anticipate a formal Employers' offer for NJC (support) staff will be made at some point in December. However, we are writing in advance of this to ensure that schools have a 'heads up' to the potential impact on school budgets.

Although it is simply not possible to accurately predict the percentage increases to each of the spinal column points within NJC, a broad prediction for 2018 would be:

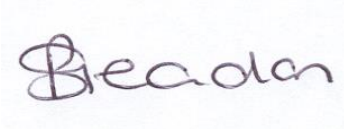
- A bottom loaded increase, meaning that the lowest points on the scale are likely to see an increase well beyond 2%.
- Posts such as GTAs, ATAs and Administrators on Band 7 and below are likely to see an increase of at least 2%, potentially slightly more.
- Posts on Band 8 and above could see an increase of between 1% - 2%.

In order to meet living wage requirements by 2019, work will continue nationally on pay spine modelling and we will keep you informed of any developments but clearly schools can anticipate a continuation of bottom loaded increases. This modelling work will include consideration of how best to address some of the inevitable erosion the differentials between the lower grades – it could result in at least some level of amalgamation of bands.

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Whilst we appreciate that these predictions are by no means official and the information is uncertain, we hope that a heads up to the potential impact of increases is helpful. We will of course keep you informed and we anticipate the picture being much clearer in readiness for start budgets in the New Year.

Yours sincerely

A handwritten signature in purple ink that reads "Beadan". The signature is written in a cursive style with a large, stylized initial 'B'.

Head HR - CYPS

Address