

NJC pay structure consultation

Headline: NYCC will shortly be launching a consultation regarding the implementation of the revised NYCC NJC (support staff) pay structure to be implemented in April 2019. We will need your help and support to ensure that your staff are informed of the proposals and provided with the opportunity to contribute to the consultation. Academies will be written to separately.

As part of the nationally agreed two year NJC pay deal last year, there was a commitment to **review the national pay spine for April 2019**, which included:

- The current bottom 12 points being paired into 6 new points
- Ironing out of 'random gaps' with new points introduced to allow even increments on the new scps 1 -22.

Although the NJC pay spine is determined nationally, the NYCC pay structure (i.e. the number and breadth of pay bands and how posts are placed according to job evaluation scores) is locally agreed and so we have had to consider how we will assimilate staff onto the new pay spine in April 2019. This has also provided the opportunity to carry out a wider review of our local pay structure.

It is not possible to simply 'map' staff across to the new national pay spine, due to the removal of a number of the bottom points. The starting value of the new pay spine is £17,364 which is in between the 7th and 8th point on the current pay spine (equivalent to mid-way through current Band 5) which covers some 45% of the NYCC workforce. The new structure had to avoid removing and significantly eroding pay differentials across these pay grades. For example, **in schools, it is important to maintain differentials between roles such as MSAs, GTAs and cleaners.**

Given the last review of the pay spine was over 10 years ago, this is also an ideal opportunity to ensure our pay structure is fit for purpose in the current recruitment market.

A cross service corporate group has been working on this review and, given a substantial proportion of the NYCC workforce is within schools, we took early soundings from a school-specific group with representatives from primary, secondary, special and federations which helped to shape the proposals, particularly in relation to current Bands 1 – 5, where a large proportion of school based NJC staff are placed.

NYCC will shortly be launching a period of consultation. It is anticipated this will run during October / November. A representative of the working group will be attending the admin and finance conferences this week in order to share some of the detail of the consultation but we clearly wish to give school leaders a 'heads up' to this in the meantime.

Overall, **the key messages are that there is no detriment to individual staff members** and details of the proposals, including example costings for some 'typical' school role profiles will follow shortly to allow you to consider the proposals in the context of your own school. In the meantime, please be assured that **we have sought to contain the costs, with limited impact in year one** but this must be balanced against a significant period of public sector pay caps and the need to be able to attract and retain valuable staff.

The majority of additional cost of NJC staff in April 2019 is associated with the cost of implementing the bottom loaded pay award and revised national NJC pay structure (an average of 6% for primaries and 7% for Secondary and Special Schools). **The average cost increase specifically attributed to the NYCC pay spine proposal is in the region of just 0.5% over a 6 year period for primary schools, 1% for Secondary Schools and**

1.5%for Special Schools. Where there are additional costs this is, in the main, due to the impact of additional headroom of 1 scp in some bands.

Consultation

The consultation is being run as a collective consultation process with UNISON.

A consultation page will be set up on cyps.info and a dedicated hotline and email address will also be made available. **However, in order to ensure that school based staff are able to access the detail of the consultation and engage in the process should they wish to, we will need the support of school leaders to ensure that information is disseminated to your staff please. Specific detail will follow so you are encouraged to look out for this.**

If you have any questions in the meantime, please contact your school's nominated HR Advisor.