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Dear Headteacher / Principal

NJC National Pay Spine Modelling / NJC Pay Award

I am writing further to my letter of 27 November which was sent by way of a 'heads up' to the potential impact of the NJC pay award on school budgets.

NYCC, like the vast majority of local authorities, is part of the national pay structure and arrangements which determine the annual inflationary pay award for staff on NJC terms and conditions. National negotiations for pay awards from April 2018 are underway and, as anticipated, the Employers' side have now made an offer for the national trade union side to consider.

This covers a 2 year period from 1st April 18 to end March 20: a 2% increase in pay from April 18 and a further 2% increase from April 19 for the majority of staff. However, the lowest paid staff **which include a large proportion of school support staff such as GTAs, ATAs, MSAs, cleaning staff, catering staff and a number of administrative staff** would receive higher increases as outlined below:

In April 18 an increase of

- + £1,380 per year for staff on spinal column points (scp) 6-9, (around 9%)
- + £1,250 per year for staff on spinal column point 10 (8%)
- + £1,200 per year for staff on spinal column point 11 (7.5%)
- + £1,050 per year for staff on spinal column point 12 (6.5%)
- + £900 per year for staff on spinal column points 13-17 (around 5%)
- + £800 and £700 per year for staff on spinal column point 18 and 19 respectively (4%)
- 2% for staff on scp 20 and above

In April 2019 a new pay spine is proposed:

- Commencing at £9.00 per hour, £17,364 per year, new scp1, (replacing old scp 6 and 7),
- Equal steps of 2% between each new scp 1 to 21
- New scps 2-6 will replace old scps 8-17
- The equal steps of 2% result in 5 new scps to which no old points will assimilate

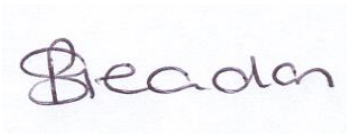
- Increase of 2% on new scps 23 and above (equivalent to old scp29 and above)

This new pay spine takes into account the need to implement the National Living Wage.

It is important to note that this is a **proposal** and not an agreed settlement at this stage. If this proposal is accepted there will then need to be work done locally with UNISON to look at how the current NYCC pay bands can transition onto the new national pay spine, and whether any changes to bands are needed. This work will need to be concluded and implemented for April 19. We will provide further updates as we receive them and ensure that schools are kept informed of progress as well as ensure there is an opportunity for representatives from schools to inform that work.

However, in the meantime, you may wish to consider the potential impact of the above on your school budgets and bear in mind that Traded Services, particularly those employing lower paid workers, are likely to need to review charges accordingly.

Yours sincerely

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

Head HR - CYPS