

# Pay up Now

for council and  
school workers



► The Local Government Association (LGA) has made a two-year pay offer from 1 April 2018 to 31 March 2020 for council, school, academy and other workers on NJC pay. This is to the right and in the centre of this leaflet. Members in Greater London have received a separate, equivalent offer – separate London leaflets are available.

UNISON's NJC Committee is recommending that you reject the offer because it falls short of our claim. However, the NJC Committee also believes that only substantial, all-out strike action could have the potential to change the offer.

## What should you do now?

UNISON members are being consulted over the offer and industrial action. The consultation ends on 9 March. Your branch will be explaining the offer and asking for your views – through a postal or electronic ballot and/or workplace meetings. If you haven't seen the consultation paper, ask your branch to give it to you.

## Have your say – and tell your workmates to have theirs too!

UNISON is the biggest union in councils, schools and academies. We are leading the fight for a better pay offer. We need all non-members to join UNISON and join our fight. Tell your workmates now!

## The LGA's two year offer is:

### From 1 April 2018

- ▷ On SCP 6, £1,380 (equivalent to 9.191%)
- ▷ On SCP 7, £1,380 (equivalent to 9.130%)
- ▷ On SCP 8, £1,380 (equivalent to 9.052%)
- ▷ On SCP 9, £1,380 (equivalent to 8.976%)
- ▷ On SCP 10, £1,250 (equivalent to 8.006%)
- ▷ On SCP 11, £1,200 (equivalent to 7.592%)
- ▷ On SCP 12, £1,050 (equivalent to 6.512%)
- ▷ On SCP 13, £900 (equivalent to 5.458%)
- ▷ On SCP 14, £900 (equivalent to 5.363%)
- ▷ On SCP 15, £900 (equivalent to 5.272%)
- ▷ On SCP 16, £900 (equivalent to 5.167%)
- ▷ On SCP 17, £900 (equivalent to 5.064%)
- ▷ On SCP 18, £800 (equivalent to 4.427%)
- ▷ On SCP 19, £700 (equivalent to 3.734%)
- ▷ On SCPs 20 and above, 2.0%

### From 1 April 2019

- ▷ A new NJC pay spine (scp1-43) with a bottom NJC pay rate set at £9 per hour (new scp 1)
- ▷ 2% incremental steps between each new scp 1 & 22 (old scp 6-28)
- ▷ 2% cost of living increase on new scp 23 & above, including those on locally extended NJC pay spines

  
**UNISON**  
the public service union



# UNISON's response to the offer

## **UNISON's NJC Committee met on 23 January to consider the offer and decided to reject it because:**

► Inflation is currently 4.1%. It is predicted to fall to 2.9% in the first quarter of 2018 and drop further to 2.8% in the first quarter of 2019. The pay increase in 2018 will be below inflation for about two thirds of local government workers. In 2019, nearly half will receive an increase below the predicted rate of inflation, so both groups will effectively receive a pay cut.

The Committee believes that the increases for the lower paid are only being made because of increases in the National Living Wage (NLW). (The NLW will be £7.83 from 1 April 2018 – an increase of 4.4% on the 2017 rate of £7.50. The Low Pay Commission will recommend a new rate for 2019, when inflation is predicted to be 2.8%. A 2.8% increase in 2019 would give a new rate of £8.05.

► Almost two thirds of councils now pay the 'real' Foundation Living Wage of £8.75 outside London and £10.20 in London so the committee believes the pay offer will not benefit many local government employees.

► Research for UNISON by the New Policy Institute shows that almost half the cost of our claim for local government workers would be met from higher tax and National Insurance income for the Government and reduced in-work benefit costs.

## **Have your say!**

Make sure that you and your workmates take part in the consultation and have your say on pay. And don't forget to tell non-members that UNISON led the negotiations on the offer and that they need to join us to continue our campaign for decent pay and conditions for NJC workers.

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PLEASE NOTE THAT THESE FIGURES ARE APPROXIMATE - Points 6-14 2017 £8.75 figure includes NCC Supplement

1	1 April 2017 (current rates)				01-Apr-18			01-Apr-19		% Rise 2018	% Rise 2019	£ increase 2018	£ increase 2019
2	SCP	£ per annum	£ per hour*	SCP	£ per annum	£ per hour*	New SCP	£ per annum	£ per hour*				
3										No increase	2.86%	-£0	
4		6 £16,881	£8.75		6 £16,881	£8.75		1 £17,364	£9.00	No increase		£0	£483
5		7 £16,881	£8.75		7 £16,881	£8.75							
6													
7		8 £16,881	£8.75		8 £16,881	£8.75				No increase	4.92%	£0	
8		9 £16,881	£8.75		9 £16,881	£8.75		2 £17,711	£9.18	No increase		£0	£830
9													
10		10 £16,881	£8.75		10 £16,881	£8.75				No increase	7.01%	£0	£1,184
11		11 £16,881	£8.75		11 £17,007	£8.82		3 £18,065	£9.36	No increase		£126	£1,058
12									£16,123				
13		12 £16,881	£8.75		12 £17,173	£8.90				1.73%	7.30%	£292	£1,253
14		13 £16,881	£8.75		13 £17,391	£9.01		4 £18,426	£9.55	3.20%		£510	£1,035
15									£16,781				
16		14 £16,881	£8.75		14 £17,681	£9.16				4.74%	6.30%	£800	£1,114
17		15 £17,072	£8.85		15 £17,972	£9.32		5 £18,795	£9.74	5.27%		£900	£823
18													
19		16 £17,419	£9.03		16 £18,319	£9.50				5.17%	4.65%	£900	£852
20		17 £17,772	£9.21		17 £18,672	£9.68		6 £19,171	£9.94	5.06%		£900	£499
21													
22		18 £18,070	£9.37		18 £18,870	£9.78		7 £19,554	£10.14	4.43%	3.62%	£800	£684
23									£18,746				
24		19 £18,746	£9.72		19 £19,446	£10.08		8 £19,945	£10.34	3.73%	2.57%	£700	£499
25													
26		20 £19,430	£10.07		20 £19,819	£10.27		9 £20,344	£10.54	2.00%	2.65%	£389	£525
27								10 £20,751	£10.76				£932
28													
29		21 £20,138	£10.44		21 £20,541	£10.65		11 £21,166	£10.97	2.00%	3.04%	£403	£625
30													
31		22 £20,661	£10.71		22 £21,074	£10.92		12 £21,589	£11.19	2.00%	2.44%	£413	£515
32													
33								13 £22,021	£11.41				£328
34		23 £21,268	£11.02		23 £21,693	£11.24		14 £22,462	£11.64	2.00%	3.54%	£425	£769
35													
36		24 £21,962	11.38		24 £22,401	£11.61		15 £22,911	£11.88	2.00%	2.28%	£439	£510
37													
38								16 £23,369	£12.11				
39													
40		25 £22,658	11.74		25 £23,111	£11.98		17 £23,836	£12.35	2.00%	3.14%	£453	£725
41													
42								18 £24,313	£12.60				
43													
44		26 £23,398	12.13		26 £23,866	£12.37		19 £24,799	£12.85	2.00%	3.91%	£468	£933
45													
46		27 £24,174	12.53		27 £24,657	£12.78		20 £25,295	£13.11	2.00%	2.59%	£483	£638
47													
48								21 £25,801	£13.37				
49	1 April 2017 (current rates)				01-Apr-18			01-Apr-19					
50	SCP	£ per annum	£ per hour*	SCP	£ per annum	£ per hour*	New SCP	£ per annum	£ per hour*				
51													
52		28 £24,964	12.94		28 £25,463	£13.20		22 £26,317	£13.64	2.00%	3.35%	£499	£854
53													
54		29 £25,951	13.45		29 £26,470	£13.72		23 £26,999	£13.99	2.00%	2.00%	£519	£529
55									£26,822				
56		30 £26,822	13.9		30 £27,358	£14.18		24 £27,905	£14.46	2.00%	2.00%	£536	£547
57													
58		31 £27,668	14.34		31 £28,221	£14.63		25 £28,785	£14.92	2.00%	2.00%	£553	£564
59													
60		32 £28,485	14.76		32 £29,055	£15.06		26 £29,636	£15.36	2.00%	2.00%	£570	£581
61													
62		33 £29,323	15.2		33 £29,909	£15.50		27 £30,507	£15.81	2.00%	2.00%	£586	£598
63													
64		34 £30,153	15.63		34 £30,756	£15.94		28 £31,371	£16.26	2.00%	2.00%	£603	£615
65													
66		35 £30,785	15.96		35 £31,401	£16.28		29 £32,029	£16.60	2.00%	2.00%	£616	£628
67													
68		36 £31,601	16.38		36 £32,233	£16.71		30 £32,878	£17.04	2.00%	2.00%	£632	£645
69													
70													
71		37 £32,486	16.84		37 £33,136	£17.18		31 £33,799	£17.52	2.00%	2.00%	£650	£663
72													
73		38 £33,437	17.33		38 £34,106	£17.68		32 £34,788	£18.03	2.00%	2.00%	£669	£682
74													
75		39 £34,538	17.9		39 £35,229	£18.26		33 £35,934	£18.63	2.00%	2.00%	£691	£705
76													
77		40 £35,444	18.37		40 £36,153	£18.74		34 £36,876	£19.11	2.00%	2.00%	£709	£723
78													
79		41 £36,379	18.86		41 £37,107	£19.23		35 £37,849	£19.62	2.00%	2.00%	£728	£742

