

Pay up Now



for Council and School workers in Outer London

► The London Employers have 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 detailed to the right and in the centre of this leaflet. The offer in Greater London is slightly different to the offer for the rest of England and for Wales and Northern Ireland because the pay spines for London include consolidated London Weighting.

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 London Employers' two year offer for NJC employees in Outer London is:

From 1 April 2018

- ▷ On SCP 6, £1,650 (equivalent to 9.19%)
- ▷ On SCP 7, £1,650 (equivalent to 9.17%)
- ▷ On SCP 8, £1,650 (equivalent to 9.14%)
- ▷ On SCP 9, £1,650 (equivalent to 9.11%)
- ▷ On SCP 10, £1,550 (equivalent to 8.46%)
- ▷ On SCP 11, £1,540 (equivalent to 8.39%)
- ▷ On SCP 12, £1,540 (equivalent to 8.38%)
- ▷ On SCP 13, £1,540 (equivalent to 8.37%)
- ▷ On SCP 14, £1,350 (equivalent to 7.24%)
- ▷ On SCP 15, £1,200 (equivalent to 6.34%)
- ▷ On SCP 16, £900 (equivalent to 4.67%)
- ▷ On SCP 17, £850 (equivalent to 4.33%)
- ▷ On SCP 18, £750 (equivalent to 3.77%)
- ▷ On SCP 19, £600 (equivalent to 2.91%)
- ▷ On SCPs 20 and above, 2.0%

From 1 April 2019

- ▷ A new GLPC pay spine (scp 1-65) with a bottom SCP 1 rate of £10.71
- ▷ 1.8% incremental steps between each new SCP 1 to 20 (old spine 6-28)
- ▷ Better than 2% increases for old spine points 6-30 (new spine points 1-24)
- ▷ 2% cost of living increase on old spine point 31 and above (new spine point 25)

GLPC Employers' London Pay Offer January 2018

Outer London Pay Spine

► These are increases on NJC scale points NOT grades. You will need to see what they mean within your local pay and grading structure. Check with your branch.

SCP 2017	Outer London Pay 2017	Outer London Pay 2018	Outer London Hourly Rate 2018	Outer London Increase 2017/18	Outer London Cash increase 2018	New SCP 2019	Outer London Pay 2019	Outer London Hourly Rate 2019	Outer London Increase 2018/19	Outer London Cash increase 2019	Cumulative 2 year % increase	Cumulative 2 Year Cash increase
6	£17,961	£19,611	10.45	9.19%	£1,650	1	£20,104	10.71	2.51%	£492	11.93%	£2,143
7	£17,985	£19,635	10.46	9.17%	£1,650	1	£20,104	10.71	2.39%	£469	11.78%	£2,119
8	£18,051	£19,701	10.50	9.14%	£1,650	2	£20,466	10.90	3.88%	£764	13.38%	£2,415
9	£18,105	£19,755	10.52	9.11%	£1,650	2	£20,466	10.90	3.60%	£711	13.04%	£2,361
10	£18,330	£19,880	10.59	8.46%	£1,550	3	£20,834	11.10	4.80%	£954	13.66%	£2,504
11	£18,357	£19,897	10.60	8.39%	£1,540	3	£20,834	11.10	4.71%	£937	13.50%	£2,477
12	£18,375	£19,915	10.61	8.38%	£1,540	4	£21,209	11.30	6.50%	£1,294	15.43%	£2,834
13	£18,396	£19,936	10.62	8.37%	£1,540	4	£21,209	11.30	6.39%	£1,274	15.29%	£2,813
14	£18,657	£20,007	10.66	7.24%	£1,350	5	£21,591	11.50	7.92%	£1,585	15.73%	£2,934
15	£18,936	£20,136	10.73	6.34%	£1,200	5	£21,591	11.50	7.23%	£1,456	14.02%	£2,655
16	£19,281	£20,181	10.75	4.67%	£900	6	£21,980	11.71	8.91%	£1,798	14.00%	£2,699
17	£19,623	£20,473	10.91	4.33%	£850	6	£21,980	11.71	7.36%	£1,507	12.01%	£2,357
18	£19,917	£20,667	11.01	3.77%	£750	7	£22,376	11.92	8.27%	£1,709	12.34%	£2,459
19	£20,598	£21,198	11.29	2.91%	£600	8	£22,778	12.13	7.45%	£1,580	10.58%	£2,180
20	£21,276	£21,702	11.56	2.00%	£426	9	£23,188	12.35	6.85%	£1,487	8.99%	£1,912
21	£21,984	£22,424	11.95	2.00%	£440	10	£23,606	12.58	5.27%	£1,182	7.38%	£1,622
22	£22,506	£22,956	12.23	2.00%	£450	*11	£24,031	12.80				
23	£23,115	£23,577	12.56	2.00%	£462	12	£24,463	13.03	6.56%	£1,507	8.70%	£1,957
24	£23,802	£24,278	12.93	2.00%	£476	13	£24,903	13.27	5.62%	£1,326	7.74%	£1,788
25	£24,510	£25,000	13.32	2.00%	£490	14	£25,352	13.51	4.42%	£1,074	6.51%	£1,550
26	£25,242	£25,747	13.72	2.00%	£505	15	£25,808	13.75	3.23%	£808	5.30%	£1,298
27	£26,019	£26,539	14.14	2.00%	£520	*16	£26,273	14.00				
28	£26,805	£27,341	14.57	2.00%	£536	*17	£26,746	14.25				
29	£27,801	£28,357	15.11	2.00%	£556	18	£27,227	14.50	5.75%	£1,480	7.86%	£1,985
30	£28,668	£29,241	15.58	2.00%	£573	19	£27,717	14.77	4.44%	£1,178	6.53%	£1,698
31	£29,517	£30,107	16.04	2.00%	£590	20	£28,216	15.03	3.20%	£875	5.26%	£1,411
32	£30,324	£30,930	16.48	2.00%	£606	*21	£28,724	15.30				
33	£31,170	£31,793	16.94	2.00%	£623	*22	£29,241	15.58				
						23	£29,767	15.86	4.97%	£1,410	7.07%	£1,966
						24	£30,214	16.10	3.33%	£972	5.39%	£1,546
						25	£30,709	16.36	2.00%	£602	4.04%	£1,192
						26	£31,549	16.81	2.00%	£619	4.04%	£1,225
						27	£32,429	17.28	2.00%	£636	4.04%	£1,259

34	£31,998	£32,638	17.39	2.00%	£640	28	£33,291	17.73	2.00%	£653	4.04%	£1,293
35	£32,628	£33,281	17.73	2.00%	£653	29	£33,946	18.08	2.00%	£666	4.04%	£1,318
36	£33,444	£34,113	18.17	2.00%	£669	30	£34,795	18.54	2.00%	£682	4.04%	£1,351
37	£34,338	£35,025	18.66	2.00%	£687	31	£35,725	19.03	2.00%	£700	4.04%	£1,387
38	£35,286	£35,992	19.17	2.00%	£706	32	£36,712	19.56	2.00%	£720	4.04%	£1,426
39	£36,372	£37,099	19.76	2.00%	£727	33	£37,841	20.16	2.00%	£742	4.04%	£1,469
40	£37,293	£38,039	20.26	2.00%	£746	34	£38,800	20.67	2.00%	£761	4.04%	£1,507
41	£38,229	£38,994	20.77	2.00%	£765	35	£39,773	21.19	2.00%	£780	4.04%	£1,544
42	£39,147	£39,930	21.27	2.00%	£783	36	£40,729	21.70	2.00%	£799	4.04%	£1,582
43	£40,086	£40,888	21.78	2.00%	£802	37	£41,705	22.22	2.00%	£818	4.04%	£1,619
44	£41,025	£41,846	22.29	2.00%	£821	38	£42,682	22.74	2.00%	£837	4.04%	£1,657
45	£41,898	£42,736	22.77	2.00%	£838	39	£43,591	23.22	2.00%	£855	4.04%	£1,693
46	£42,876	£43,734	23.30	2.00%	£858	40	£44,608	23.76	2.00%	£875	4.04%	£1,732
47	£43,815	£44,691	23.81	2.00%	£876	41	£45,585	24.28	2.00%	£894	4.04%	£1,770
48	£44,751	£45,646	24.32	2.00%	£895	42	£46,559	24.80	2.00%	£913	4.04%	£1,808
49	£45,666	£46,579	24.81	2.00%	£913	43	£47,511	25.31	2.00%	£932	4.04%	£1,845
50	£46,608	£47,540	25.33	2.00%	£932	44	£48,491	25.83	2.00%	£951	4.04%	£1,883
51	£47,544	£48,495	25.83	2.00%	£951	45	£49,465	26.35	2.00%	£970	4.04%	£1,921
52	£48,489	£49,459	26.35	2.00%	£970	46	£50,448	26.87	2.00%	£989	4.04%	£1,959
53	£49,452	£50,441	26.87	2.00%	£989	47	£51,450	27.41	2.00%	£1,009	4.04%	£1,998
54	£50,445	£51,454	27.41	2.00%	£1,009	48	£52,483	27.96	2.00%	£1,029	4.04%	£2,038
55	£51,465	£52,494	27.96	2.00%	£1,029	49	£53,544	28.52	2.00%	£1,050	4.04%	£2,079
56	£52,476	£53,526	28.51	2.00%	£1,050	50	£54,596	29.08	2.00%	£1,071	4.04%	£2,120
57	£53,478	£54,548	29.06	2.00%	£1,070	51	£55,639	29.64	2.00%	£1,091	4.04%	£2,161
58	£54,480	£55,570	29.60	2.00%	£1,090	52	£56,681	30.20	2.00%	£1,111	4.04%	£2,201
59	£55,494	£56,604	30.15	2.00%	£1,110	53	£57,736	30.76	2.00%	£1,132	4.04%	£2,242
60	£56,496	£57,626	30.70	2.00%	£1,130	54	£58,778	31.31	2.00%	£1,153	4.04%	£2,282
61	£57,501	£58,651	31.24	2.00%	£1,150	55	£59,824	31.87	2.00%	£1,173	4.04%	£2,323
62	£58,515	£59,685	31.80	2.00%	£1,170	56	£60,879	32.43	2.00%	£1,194	4.04%	£2,364
63	£59,523	£60,713	32.34	2.00%	£1,190	57	£61,928	32.99	2.00%	£1,214	4.04%	£2,405
64	£60,525	£61,736	32.89	2.00%	£1,211	58	£62,970	33.55	2.00%	£1,235	4.04%	£2,445
65	£61,536	£62,767	33.44	2.00%	£1,231	59	£64,022	34.11	2.00%	£1,255	4.04%	£2,486
66	£62,829	£64,086	34.14	2.00%	£1,257	60	£65,367	34.82	2.00%	£1,282	4.04%	£2,538
67	£64,140	£65,423	34.85	2.00%	£1,283	61	£66,731	35.55	2.00%	£1,308	4.04%	£2,591
68	£65,481	£66,791	35.58	2.00%	£1,310	62	£68,126	36.29	2.00%	£1,336	4.04%	£2,645
69	£66,861	£68,198	36.33	2.00%	£1,337	63	£69,562	37.06	2.00%	£1,364	4.04%	£2,701
70	£68,259	£69,624	37.09	2.00%	£1,365	64	£71,017	37.83	2.00%	£1,392	4.04%	£2,758

* No assimilation from old pay spine



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.

UNISON
the public service union