

E03-14

November 2014

2014 - 2016 NATIONAL SALARY AWARD

The National Joint Council for Local Government Services (NJC) has reached agreement on the following:

- New pay scales for 2014- 2016 to be implemented from 1 January 2015.
- A non-consolidated (one off) payment for employees on SCPs 5 - 49 in December 2014 and employees on SCPs 26 - 49 in April 2015.
- SCP5 will be deleted with effect from 1 October 2015. Employees on SCP5 shall progress to SCP6 on 1 October 2015.

Annex 1 lists the new pay scales for clerks and other staff employed under the terms of the model contract including SCPs 50 and above which have been agreed between NALC and SLCC (based on the changes agreed by NJC). These apply from 1 January 2015.

Annex 2 lists the non-consolidated payments for clerks employed under the terms of the model contract which have been agreed between NALC and SLCC. Employees on SCPs 5 - 49 are to be paid in December 2014. Employees on SCPs 26 - 49 are to be paid a further payment in April 2015. There are no payments for employees on SCP50 or above. Annex 2 also includes information from NJC which relates to technical issues concerning the non-consolidated payments.

The recommendations in Annex 1 and 2 are made jointly by NALC and SLCC.

ANNEX 1

NJC has reached agreement on the pay scales for 2014- 2016. Consequently NALC and SLCC jointly recommend the below salary scales of all full and part- time clerks, employed under the terms of the model contract (including SCPs 50 and above) to be applied from 1 January 2015. **Pay scales from 1st January 2015**

Scale Points below Substantive range		Substantive Benchmark range	Points above Substantive range		
LC1					
(15-17)		(18-22)	(23-25)		
15	£16,572	18	£17,714	23	£20,849
16	£16,969	19	£18,376	24	£21,530
17	£17,372	20	£19,048	25	£22,212
		21	£19,742		
		22	£20,253		
LC2					
(26-29)		(30-34)	(35-38)		
26	£22,937	30	£26,293	35	£30,178
27	£23,698	31	£27,123	36	£30,978
28	£24,472	32	£27,924	37	£31,846
29	£25,440	33	£28,746	38	£32,778
		34	£29,558		
LC3					
(39-42)		(43-47)	(48-51)		
39	£33,857	43	£37,483	48	£42,053
40	£34,746	44	£38,405	49	£42,957
41	£35,662	45	£39,267	50	£44,033
42	£36,571	46	£40,217	51	£45,129
		47	£41,140		
LC4					
(52-55)		(56-60)	(61-68)		
52	£46,264	56	£51,062	61	£59,330
53	£47,411	57	£52,335	62	£61,067
54	£48,458	58	£54,082	63	£62,827
55	£49,815	59	£55,821	64	£64,552
		60	£57,569	65	£66,188
				66	£67,859
				67	£69,569
				68	£71,329

ANNEX 1 - PART-TIME CLERKS - HOURLY RATES

Salary scales and hourly pay rates for **ALL** part-time clerks are calculated by **pro-rata** reference to the standard NJC working week for all local government staff of 37 hours. To calculate the hourly pay rate for part-time clerks paid between LC1 and LC4, divide the full-time annual salary by 52 weeks and then by 37 hours rounded to the 3rd decimal place. **For part-time clerks in LC1 and part LC2, for example, the hourly rates, payable from 1st January 2015 are:**

Scale LC1 and part LC2 (SCP - Spinal Column Point)

SCP 15	£8.613
SCP 16	£8.820
SCP 17	£9.029
SCP 18	£9.207
SCP 19	£9.551
SCP 20	£9.900
SCP 21	£10.261
SCP 22	£10.527
SCP 23	£10.836
SCP 24	£11.190
SCP 25	£11.545
SCP 26	£11.922
SCP 27	£12.317

SALARY RATES (BELOW LC Scale) (only applicable to staff other than the Clerk)

SCP	£	Hourly £p	SCP	£	Hourly £p
5	13,500	£7.017	10	14,338	£7.452
6	13,614	£7.076	11	15,207	£7.904
7	13,715	£7.128	12	15,523	£8.068
8	13,871	£7.209	13	15,941	£8.285
9	14,075	£7.315	14	16,231	£8.436

NALC and SLCC's joint briefing ref E02-14 confirms the salary for SCP5 from 1 October 2014. As shown above, this will increase on 1 January 2015. SCP5 will be deleted with effect from 1 October 2015. Therefore, employees on SCP5 shall progress to SCP6 on 1 October 2015.

ANNEX 2 - RATES FOR NON- CONSOLIDATED PAYMENTS

SCP	Dec-14	Apr-15
5	£325	£0
6	£325	£0
7	£325	£0
8	£150	£0
9	£150	£0
10	£150	£0
11	£100	£0
12	£100	£0
13	£100	£0
14	£100	£0
15	£100	£0
16	£100	£0
17	£100	£0
18	£100	£0
19	£100	£0
20	£100	£0
21	£100	£0
22	£100	£0
23	£100	£0
24	£100	£0
25	£100	£0
26	£100	£3
27	£100	£7
28	£100	£10
29	£100	£14
30	£100	£18
31	£100	£22
32	£100	£26
33	£100	£29
34	£100	£33
35	£100	£36
36	£100	£39
37	£100	£43
38	£100	£47
39	£100	£52
40	£100	£56
41	£100	£60
42	£100	£65
43	£100	£69
44	£100	£73
45	£100	£77
46	£100	£81
47	£100	£85
48	£100	£89
49	£100	£93

ANNEX 2 - TECHNICAL ISSUES RELATED TO THE NON-CONSOLIDATED PAYMENTS

1. The payments are subject to the normal tax and national insurance requirements and are pensionable
2. The payments should be paid only to those employees who are in post on 1 December 2014. The payments are not 'back pay', so should not be paid to any employees who leave employment before 1 December
3. The payments should be paid on a pro-rated basis according to each council's established procedure for remunerating part-time employees
4. The payments should be paid to employees on SCPs 5, 6, 7, 8, 9 and 10 as indicated regardless of whether councils are already applying some form of Living Wage supplement
5. The payments should be paid to those on maternity leave whether in the paid or unpaid period at full rate (subject to appropriate pro-rating)
6. The payments should be paid to those on long-term sickness absence (even if on nil pay)
7. The payments should be paid at the relevant rate based on the current SCP at 1 December 2014, e.g. an employee on SCP7 acting up to SCP12 should get the payment that applies to SCP12
8. The payments should be paid to those on adoption leave and parental leave
9. The payments should not be paid to employees on a career break at 1 December 2014
10. The payments do not apply to employees who are being paid above SCP49
11. If an employee has more than one contract, the payments should be paid pro-rata on each contract
12. Subject to any other exclusions, the payments should be paid to all employees whose pay is set in accordance with NJC for Local Government Services pay arrangements, regardless of whether they are on permanent or temporary contracts