

 <p>LEE VALLEY REGIONAL PARK AUTHORITY</p> <p>EXECUTIVE COMMITTEE</p> <p>24 MAY 2018 AT 11:30</p>	<p><u>Agenda Item No:</u></p> <p>9</p> <p><u>Report No:</u></p> <p>E/561/18</p>
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2018/19 AND 2019/20 PAY AWARD

Presented by the Director of Finance & Resources

EXECUTIVE SUMMARY

The purpose of this report is to advise Members of the outcome of the national pay award negotiations contractually applicable for employees on scale points 6 to 49 and to reach a decision on whether to set a pay award increase for employees on scale points above this range.

RECOMMENDATIONS

- | | |
|-----------------|--|
| Members Note: | (1) the 2018/19 and 2019/20 pay award for officers in the National Joint Council (NJC) scale as described in paragraphs 2 and 3 of this report; and |
| Members Approve | (2) whether to set a pay award for 2018/19 and 2019/20 for officers on scale point 50 and above in line with the National Joint Council (NJC) scale as described in paragraphs 9 to 13 of this report. |

BACKGROUND

- 1 The Authority was notified on 10 April 2018 that agreement had been reached by employers and the relevant unions in respect of the pay award for National Joint Council (NJC) for local government services.
- 2 The agreed pay award forms part of a national agreement over the next 2 years and 2% will be applied to all officers up to scale point 49 with effect from 1 April 2018, and a further 2% with effect from 1 April 2019. The new rates are attached in Appendix A to this report.
- 3 Part of this national agreement is to also pay an increased London Weighting Rate for Outer London Allowance (currently £1,848) over the next 2 years with 2% to be applied to all officers up to scale point 49 with effect from 1 April 2018, i.e. £1,885 per annum and a further 2% with effect from 1 April 2019 i.e. £1,923 per annum. The rates applicable are attached in Appendix B to this report. The Outer London Allowance is not paid to officers on Head of Service grades and

above.

- 4 Senior Managers, Heads of Service, Directors and the Chief Executive are not covered by the national negotiations. NJC advice is that where the national scale has been extended locally that in essence this is a local agreement and it is up to the individual employer to decide whether to apply the increase for staff above scale point 49.
- 5 The last nationally agreed pay award for employees on scale points 5 to 49 was in 2016/17 and 2017/18 and was 1% per year.
- 6 Senior Managers, Heads of Service, Directors and the Chief Executive on scale points above those covered by the national negotiations last received a pay award in 2016/17 and 2017/18, also at 1% per year and was approved by Members of this Committee in June 2016 (Paper E/452/16).
- 7 Prior to the 2014-16 and 2016-18 pay award those on scale points 5 to 49 received no inflationary uplift for 3 years. Those above scale point 49 received no inflationary uplift for 4 years.
- 8 Local Authority Chief Executive Officers are covered by separate negotiations with the Joint Negotiating Committee for Chief Executives of Local Authorities (JNC). The JNC Officers Side has not made a claim in respect of 2018/19 and 2019/20. Previously the Chief Executive's pay at this Authority has followed in line with other Senior Officers of the Authority.

PAY AWARD 2018/19 to 2019/20

- 9 Following advice from the NJC it is for Members to determine what, if any, pay award should be applied to Senior Managers, Heads of Service and Directors on scale points above those covered by the national negotiations.
- 10 The Authority currently has 12 employees who are on scale points above those covered by the national negotiations (including 3 employees who are currently seconded to Lee Valley Leisure Trust Ltd).
- 11 All employees on scale points 6 to 49 will receive the 2% increase in April 2018 and 2% in April 2019.
- 12 Members will recall that the budget was uplifted by 2% in 2018/19 to cover the potential cost of pay awards.
- 13 A further 2% is included within the Medium Term Financial Plan for future years and this will be built into the 2019/20 budget.

ENVIRONMENTAL IMPLICATIONS

- 14 There are no environmental implications arising directly from the recommendations in this report.

FINANCIAL IMPLICATIONS

- 15 A 2% pay award across the Authority represents an increase in expenditure of £86,000. This 2% has already been provided for in the base budget for

2018/19 a further sum of £88,000 will be built into the 2019/20 budget to cover the pay uplift in 2019/20. If officers above scale point 50 are not awarded a pay increase then the saving to the Authority will be circa £25,000 in 2018/19 and £26,000 in 2019/20.

HUMAN RESOURCE IMPLICATIONS

16 These are dealt with in the main body of this report.

LEGAL IMPLICATIONS

17 There are no legal implications arising directly from the recommendations in this report.

RISK MANAGEMENT IMPLICATIONS

18 There are no risk management implications arising directly from the recommendations in this report.

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PREVIOUS COMMITTEE REPORTS

Executive	E/09/09	Annual Pay Award 2009/10	22 October 2009
Executive	E/300/13	2013/14 Pay Award	26 September 2013
Executive	E/381/14	2014-16 Pay Award	18 December 2014
Executive	E/452/16	2016-18 Pay Award	16 June 2016

APPENDICES ATTACHED

Appendix A	2018/19 NJC Pay Scales
Appendix B	2018/19 London Weighting Rates

LIST OF ABBREVIATIONS

NJC	National Joint Council
JNC	Joint Negotiating Committee for Chief Executives of Local Authorities

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National Joint Council for Local Government Services

Employers' Secretary:
Simon Pannell

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Local Government Association
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Tel: 020 7187 7373
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Trade Union Secretaries
Rehana Azam, GMB
Jim Kennedy, Unite
Heather Wakefield, UNISON

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UNISON Centre
130 Euston Road
London NW1 2AY
Tel: 0845 3550845
localgovernment@unison.co.uk

**To: Chief Executives in England, Wales and N Ireland
(copies for the Finance Director and HR Director)
Members of the National Joint Council**

10 April 2018

Dear Chief Executive,

2018 and 2019 PAYSCALES & ALLOWANCES

Agreement has been reached between the National Employers and the NJC Trade Union Side on rates of pay applicable from **1 April 2018** and **1 April 2019**.

UNISON and GMB both voted to accept whilst Unite voted to reject. However, in line with the Constitution of the NJC, Unite accepts the collective majority decision of the other unions that the pay award should now be implemented.

The new pay rates are attached at **Annex 1**.

The new rates for allowances up-rated by two per cent in each year are set out at **Annex 2**.

Yours sincerely

*Simon
Pannell*

Simon Pannell

*Rehana
Azam*

Rehana Azam

*Jim
Kennedy*

Jim Kennedy

*Heather
Wakefield*

Heather Wakefield

Joint Secretaries

ANNEX 1

SCP	1 April 2017		1 April 2018		1 April 2019			Old SCP[s]
	£ per annum	£ per hour*	£ per annum	£ per hour*	New SCP	£ per annum	£ per hour*	
6	£15,014	£7.78	£16,394	£8.50	1	£17,364	£9.00	6/7
7	£15,115	£7.83	£16,495	£8.55				
8	£15,246	£7.90	£16,626	£8.62	2	£17,711	£9.18	8/9
9	£15,375	£7.97	£16,755	£8.68				
10	£15,613	£8.09	£16,863	£8.74	3	£18,065	£9.36	10/11
11	£15,807	£8.19	£17,007	£8.82				
12	£16,123	£8.36	£17,173	£8.90	4	£18,426	£9.55	12/13
13	£16,491	£8.55	£17,391	£9.01				
14	£16,781	£8.70	£17,681	£9.16	5	£18,795	£9.74	14/15
15	£17,072	£8.85	£17,972	£9.32				
16	£17,419	£9.03	£18,319	£9.50	6	£19,171	£9.94	16/17
17	£17,772	£9.21	£18,672	£9.68				
18	£18,070	£9.37	£18,870	£9.78	7	£19,554	£10.14	18
19	£18,746	£9.72	£19,446	£10.08	8	£19,945	£10.34	19
20	£19,430	£10.07	£19,819	£10.27	9	£20,344	£10.54	20
					10	£20,751	£10.76	
21	£20,138	£10.44	£20,541	£10.65	11	£21,166	£10.97	21
22	£20,661	£10.71	£21,074	£10.92	12	£21,589	£11.19	22
					13	£22,021	£11.41	
23	£21,268	£11.02	£21,693	£11.24	14	£22,462	£11.64	23
24	£21,962	£11.38	£22,401	£11.61	15	£22,911	£11.88	24
					16	£23,369	£12.11	
25	£22,658	£11.74	£23,111	£11.98	17	£23,836	£12.35	25
					18	£24,313	£12.60	
26	£23,398	£12.13	£23,866	£12.37	19	£24,799	£12.85	26
27	£24,174	£12.53	£24,657	£12.78	20	£25,295	£13.11	27
					21	£25,801	£13.37	
28	£24,964	£12.94	£25,463	£13.20	22	£26,317	£13.64	28
29	£25,951	£13.45	£26,470	£13.72	23	£26,999	£13.99	29
30	£26,822	£13.90	£27,358	£14.18	24	£27,905	£14.46	30
31	£27,668	£14.34	£28,221	£14.63	25	£28,785	£14.92	31
32	£28,485	£14.76	£29,055	£15.06	26	£29,636	£15.36	32
33	£29,323	£15.20	£29,909	£15.50	27	£30,507	£15.81	33
34	£30,153	£15.63	£30,756	£15.94	28	£31,371	£16.26	34
35	£30,785	£15.96	£31,401	£16.28	29	£32,029	£16.60	35
36	£31,601	£16.38	£32,233	£16.71	30	£32,878	£17.04	36

SCP	1 April 2017		1 April 2018		1 April 2019			Old SCP[s]
	£ per annum	£ per hour	£ per annum	£ per hour	New SCP	£ per annum	£ per hour	
37	£32,486	£16.84	£33,136	£17.18	31	£33,799	£17.52	37
38	£33,437	£17.33	£34,106	£17.68	32	£34,788	£18.03	38
39	£34,538	£17.90	£35,229	£18.26	33	£35,934	£18.63	39
40	£35,444	£18.37	£36,153	£18.74	34	£36,876	£19.11	40
41	£36,379	£18.86	£37,107	£19.23	35	£37,849	£19.62	41
42	£37,306	£19.34	£38,052	£19.72	36	£38,813	£20.12	42
43	£38,237	£19.82	£39,002	£20.22	37	£39,782	£20.62	43
44	£39,177	£20.31	£39,961	£20.71	38	£40,760	£21.13	44
45	£40,057	£20.76	£40,858	£21.18	39	£41,675	£21.60	45
46	£41,025	£21.26	£41,846	£21.69	40	£42,683	£22.12	46
47	£41,967	£21.75	£42,806	£22.19	41	£43,662	£22.63	47
48	£42,899	£22.24	£43,757	£22.68	42	£44,632	£23.13	48
49	£43,821	£22.71	£44,697	£23.17	43	£45,591	£23.63	49

*hourly rate calculated by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week in the National Agreement 'Green Book')

Part 3 Paragraph 2.6(e) Sleeping-in Duty Payment:

1 April 2018	1 April 2019
£35.37	£36.08

**RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2018 and 1 APRIL 2019
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

Paragraph 28(3) Nursery Staffs in Educational Establishments - Special Educational Needs Allowance

1 April 2018	1 April 2019
£1,264	£1,289

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance:

1 April 2018	1 April 2019
£205	£209

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

1 April 2018	1 April 2019
£149	£152

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2018	1 April 2019
£857	£874

Outer Fringe Area:

1 April 2018	1 April 2019
£597	£609

Paragraph 35 Standby Duty Allowance - Social Workers (1)(a)(i) Allowance - Per Session

1 April 2018	1 April 2019
£28.46	£29.03

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

Section 1 Paragraph 3 London and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2018
£857

1 April 2019
£874

Outer Fringe Area:

1 April 2018
£597

1 April 2019
£609

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Employer Link > Useful resources

Advisory London weightings

Pay Award for 1 April 2018 and 1 April 2019 ('Green Book')

The National Employers for Local Government have reached agreement with the trade union side on rates of pay applicable from **1 April 2018** and **1 April 2019**.

Prior to the introduction of the 'Green Book' in 1997, London Weighting rates formed part of national terms & conditions. However, since 1997 the rates have been purely advisory and the employers have continued to issue them to subscribers. The Advisory London Weighting Rates below have been increased in line with the headline pay award of 2.0% in each of April 2018 and April 2019.

Advisory London Weighting Rates

With effect from **1 April 2018:**

Former APT&C Agreement

Former Manual Agreement

Inner London Allowance

Outer London Allowance

Greater London Allowance

£3,542

£1,885

£2,591

With effect from 1 April
2019:

Former APT&C
Agreement

Former Manual
Agreement

Inner London Allowance

Outer London
Allowance

Greater London Allowance

£3,613

£1,923

£2,643

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