

# HAVE YOUR SAY ON PAY

## Council and school support workers pay consultation

UNISON suspended the strike planned for 14 October to consult you over pay proposals put forward by the Local Government Association.

**It is vital that all members on NJC pay vote in the consultation, including those of you not balloted for industrial action. So, please do use your vote.**

The UNISON NJC committee's view is that the employers' pay proposal falls far below the aspirations in our 2014/15 pay claim and far below what members deserve. However, the committee believes it is the best achievable by negotiation and that only sustained, all out strike action could achieve an improved pay offer.

### **Use your vote**

Your UNISON branch is consulting all members covered by NJC pay. You will be asked to vote to either accept or reject the LGA's pay proposals.

This means that it is vital that you:

- **vote in the ballot**
- **talk to your colleagues about the proposals**
- **ask colleagues to join UNISON.**

## How the new proposals affect your pay

2013 Scale Point	2013 salary	One-off Lump Sum (December 2014)	Increase 1st January 2015-31st March 2015 (3 months)	Spinal Column Point Pay at 1st January 2015	Flat Rate or % Increase 1st April 2015-31st March 2016 (12 months)	One-off Lump Sum (April 2015)	Deletion of SCP 3 October 2015-March 31 2016 (6 months value)	% increase including deletion of scale point 3 on 1 October 2015, but excl one-off lump sums	Total amount received December 2014 to 31st March 2016 (includes lump sums, deletion of SCP 3 and 1st January increase)	Total amount received December 2014 to 31st March 2016 (includes lump sums, deletion of SCP 3 and 1st January increase) as a percentage of 2013 pay*
3	£15,063	£325	£323	£16,353	£1,290	£0	£18	8.80%	£1,956	12.98%
4	£15,186	£325	£301	£16,389	£1,203	£0	£0	7.92%	£1,829	12.04%
5	£15,459	£325	£239	£16,416	£957	£0	£0	6.19%	£1,521	9.84%
6	£15,870	£150	£164	£16,524	£654	£0	£0	4.12%	£968	6.10%
7	£16,266	£150	£104	£16,680	£414	£0	£0	2.55%	£668	4.10%
8	£16,668	£150	£97	£17,055	£387	£0	£0	2.32%	£634	3.80%
9	£17,064	£100	£94	£17,439	£375	£0	£0	2.20%	£569	3.33%
10	£17,352	£100	£95	£17,733	£381	£0	£0	2.20%	£576	3.32%
11	£18,210	£100	£101	£18,612	£402	£0	£0	2.20%	£603	3.31%
12	£18,525	£100	£102	£18,933	£408	£0	£0	2.20%	£610	3.29%
13	£18,918	£100	£104	£19,335	£417	£0	£0	2.20%	£621	3.28%
14	£19,221	£100	£106	£19,644	£423	£0	£0	2.20%	£629	3.27%
15	£19,548	£100	£107	£19,977	£429	£0	£0	2.20%	£636	3.25%
16	£19,929	£100	£110	£20,367	£438	£0	£0	2.20%	£648	3.25%
17	£20,328	£100	£112	£20,775	£447	£0	£0	2.20%	£659	3.24%
18	£20,664	£100	£114	£21,120	£456	£0	£0	2.20%	£670	3.24%
19	£21,312	£100	£117	£21,780	£468	£0	£0	2.20%	£685	3.21%
20	£21,969	£100	£121	£22,452	£483	£0	£0	2.20%	£704	3.20%
21	£22,647	£100	£125	£23,145	£498	£2	£0	2.20%	£725	3.20%
22	£23,148	£100	£128	£23,658	£510	£4	£0	2.20%	£742	3.20%
23	£23,730	£100	£131	£24,252	£522	£7	£0	2.20%	£760	3.20%
24	£24,399	£100	£134	£24,936	£537	£10	£0	2.20%	£781	3.20%
25	£25,068	£100	£138	£25,620	£552	£13	£0	2.20%	£803	3.20%
26	£25,770	£100	£142	£26,337	£567	£19	£0	2.20%	£828	3.21%
27	£26,523	£100	£146	£27,108	£585	£22	£0	2.20%	£853	3.22%
28	£27,279	£100	£150	£27,879	£600	£25	£0	2.20%	£875	3.21%
29	£28,224	£100	£155	£28,845	£621	£30	£0	2.20%	£906	3.21%
30	£29,058	£100	£160	£29,697	£639	£34	£0	2.20%	£933	3.21%
31	£29,868	£100	£164	£30,525	£657	£37	£0	2.20%	£958	3.21%
32	£30,648	£100	£169	£31,323	£675	£41	£0	2.20%	£985	3.21%
33	£31,464	£100	£173	£32,157	£693	£45	£0	2.20%	£1,011	3.21%
34	£32,253	£100	£178	£32,964	£711	£48	£0	2.20%	£1,037	3.21%
35	£32,856	£100	£181	£33,579	£723	£51	£0	2.20%	£1,055	3.21%
36	£33,639	£100	£185	£34,380	£741	£55	£0	2.20%	£1,081	3.21%
37	£34,494	£100	£190	£35,253	£759	£59	£0	2.20%	£1,108	3.21%
38	£35,406	£100	£195	£36,186	£780	£63	£0	2.20%	£1,138	3.21%
39	£36,456	£100	£200	£37,257	£801	£68	£0	2.20%	£1,169	3.21%
40	£37,329	£100	£206	£38,151	£822	£72	£0	2.20%	£1,200	3.21%
41	£38,229	£100	£210	£39,069	£840	£76	£0	2.20%	£1,226	3.21%
42	£39,120	£100	£215	£39,981	£861	£80	£0	2.20%	£1,256	3.21%
43	£40,017	£100	£220	£40,896	£879	£84	£0	2.20%	£1,283	3.21%
44	£40,911	£100	£225	£41,811	£900	£88	£0	2.20%	£1,313	3.21%
45	£41,754	£100	£230	£42,672	£918	£92	£0	2.20%	£1,340	3.21%
46	£42,681	£100	£235	£43,620	£939	£96	£0	2.20%	£1,370	3.21%
47	£43,584	£100	£240	£44,544	£960	£100	£0	2.20%	£1,400	3.21%
48	£44,484	£100	£245	£45,462	£978	£105	£0	2.20%	£1,428	3.21%
49	£45,360	£100	£250	£46,359	£999	£109	£0	2.20%	£1,458	3.21%
50	£46,266	£0	£254	£47,283	£1,017	£0	£0	2.20%	£1,271	2.75%
51	£47,169	£0	£260	£48,207	£1,038	£0	£0	2.20%	£1,298	2.75%
52	£48,069	£0	£265	£49,128	£1,059	£0	£0	2.20%	£1,324	2.75%
53	£48,987	£0	£269	£50,064	£1,077	£0	£0	2.20%	£1,346	2.75%
54	£49,947	£0	£275	£51,045	£1,098	£0	£0	2.20%	£1,373	2.75%
55	£50,922	£0	£280	£52,041	£1,119	£0	£0	2.20%	£1,399	2.75%
56	£51,894	£0	£286	£53,037	£1,143	£0	£0	2.20%	£1,429	2.75%
57	£52,857	£0	£291	£54,021	£1,164	£0	£0	2.20%	£1,455	2.75%
58	£53,820	£0	£296	£55,005	£1,185	£0	£0	2.20%	£1,481	2.75%
59	£54,783	£0	£302	£55,989	£1,206	£0	£0	2.20%	£1,508	2.75%
60	£55,758	£0	£307	£56,985	£1,227	£0	£0	2.20%	£1,534	2.75%
61	£56,715	£0	£312	£57,963	£1,248	£0	£0	2.20%	£1,560	2.75%
62	£57,681	£0	£317	£58,950	£1,269	£0	£0	2.20%	£1,586	2.75%
63	£58,662	£0	£323	£59,952	£1,290	£0	£0	2.20%	£1,613	2.75%
64	£59,610	£0	£328	£60,921	£1,311	£0	£0	2.20%	£1,639	2.75%
65	£60,582	£0	£333	£61,914	£1,332	£0	£0	2.20%	£1,665	2.75%
66	£61,821	£0	£340	£63,180	£1,359	£0	£0	2.20%	£1,699	2.75%
67	£63,084	£0	£347	£64,473	£1,389	£0	£0	2.20%	£1,736	2.75%
68	£64,362	£0	£354	£65,778	£1,416	£0	£0	2.20%	£1,770	2.75%
69	£65,694	£0	£362	£67,140	£1,446	£0	£0	2.20%	£1,808	2.75%
70	£67,029	£0	£369	£68,505	£1,476	£0	£0	2.20%	£1,845	2.75%

\* Includes one-off lump sum 1st December 2014, Flat rate or % increase 1st January 2015 to 31st March 2015, one-off lump sum 1st April 2015, Flat rate or % increase 1st April 2015 to 31st March 2016 and deletion of SCP 3 from 1st October 2015 to March 31 2016

# The LGA's proposals

The proposals cover the two-year period from 1 April 2014 to 31 March 2016. They contain a 'non-consolidated' lump sum. If the proposals are accepted this should be paid in your December pay packet. The lump sum will not be added to your basic rate of pay and is not back pay.

- £1290 (8.56%) on SCP3 with effect from 1 January 2015
- £1203 (7.93%) on SCP4 with effect from 1 January 2015
- £957 (6.19%) on SCP5 with effect from 1 January 2015
- £654 (4.13%) on SCP6 with effect from 1 January 2015
- £414 (2.55%) on SCP7 with effect from 1 January 2015
- £387 (2.32%) on SCP8 with effect from 1 January 2015
- 2.20% on SCPs 9 and above with effect from 1 January 2015
- Removal of SCP 3 with effect from 1 October 2015
- £325 non-consolidated payment on SCPs 3, 4 & 5 to be paid in December 2014
- £150 non-consolidated payment on SCPs 6, 7 & 8 to be paid in December 2014
- £100 non-consolidated payment on SCPs 9 - 25 incl to be paid in December 2014
- The non-consolidated lump sum equivalent of 0.45% of proposed new salaries on SCPs 26-49 incl, of which £100 to be paid in December 2014 and the remaining balance to be paid in April 2015
- To ensure the correct application of the proposal there will be an additional non-consolidated amount to be paid in April 2015 of SCP 21 £2, SCP 22 £4, SCP 23 £7, SCP 24 £10 and SCP 25 £13.

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