

## **Pay**

- £1,065 (8.56%) on SCP5 with effect from 1 January 2015
- £1,000 (7.93%) on SCP6 with effect from 1 January 2015
- £800 (6.19%) on SCP7 with effect from 1 January 2015
- £550 (4.13%) on SCP8 with effect from 1 January 2015
- £350 (2.55%) on SCP9 with effect from 1 January 2015
- £325 (2.32%) on SCP10 with effect from 1 January 2015
  
- 2.20% on SCPs 11 and above with effect from 1 January 2015  
(see proposed payscales overleaf)
  
- Removal of SCP5 with effect from 1 October 2015
  
- £325 non-consolidated payment on SCPs 5, 6 & 7 to be paid in December 2014 (pro-rated for part-time employees)
  
- £150 non-consolidated payment on SCPs 8, 9 & 10 to be paid in December 2014 (pro-rated for part-time employees)
  
- £100 non-consolidated payment on SCPs 11-49 incl to be paid in December 2014 (pro-rated for part-time employees)

## **NJC future work**

Both Sides recognise that local government is undergoing a period of unprecedented change. The way that public services are designed and delivered is evolving at a rapid pace and against this background the NJC agrees that councils and their workforce need collective agreements that:

- reward employees fairly and recognise the diverse needs of the workforce
- attract, retain and train people with the skills needed for the future
- enable local service providers to react more quickly to changing circumstances
- facilitate effective partnership working and collaboration across organisations
- remove or modify existing barriers to ensure employees can move more easily between different public sector employers

The NJC remains committed to national collective bargaining and aims to ensure that the bargaining machinery can reflect and support new ways of working. The NJC will focus on producing outputs that are relevant, fair and beneficial to both employers and those employed to provide public services.

SCP	2013		2014 Offer			
	per annum	per hour	per annum	per hour	% increase	£ increase
5	£12,435	£6.45	£13,500	£7.00	8.56%	£1,065
6	£12,614	£6.54	£13,614	£7.06	7.93%	£1,000
7	£12,915	£6.69	£13,715	£7.11	6.19%	£800
8	£13,321	£6.90	£13,871	£7.19	4.13%	£550
9	£13,725	£7.11	£14,075	£7.30	2.55%	£350
10	£14,013	£7.26	£14,338	£7.43	2.32%	£325
11	£14,880	£7.71	£15,207	£7.88	2.20%	£327
12	£15,189	£7.87	£15,523	£8.05	2.20%	£334
13	£15,598	£8.08	£15,941	£8.26	2.20%	£343
14	£15,882	£8.23	£16,231	£8.41	2.20%	£349
15	£16,215	£8.40	£16,572	£8.59	2.20%	£357
16	£16,604	£8.61	£16,969	£8.80	2.20%	£365
17	£16,998	£8.81	£17,372	£9.00	2.20%	£374
18	£17,333	£8.98	£17,714	£9.18	2.20%	£381
19	£17,980	£9.32	£18,376	£9.52	2.20%	£396
20	£18,638	£9.66	£19,048	£9.87	2.20%	£410
21	£19,317	£10.01	£19,742	£10.23	2.20%	£425
22	£19,817	£10.27	£20,253	£10.50	2.20%	£436
23	£20,400	£10.57	£20,849	£10.81	2.20%	£449
24	£21,067	£10.92	£21,530	£11.16	2.20%	£463
25	£21,734	£11.27	£22,212	£11.51	2.20%	£478
26	£22,443	£11.63	£22,937	£11.89	2.20%	£494
27	£23,188	£12.02	£23,698	£12.28	2.20%	£510
28	£23,945	£12.41	£24,472	£12.68	2.20%	£527
29	£24,892	£12.90	£25,440	£13.19	2.20%	£548
30	£25,727	£13.33	£26,293	£13.63	2.20%	£566
31	£26,539	£13.76	£27,123	£14.06	2.20%	£584
32	£27,323	£14.16	£27,924	£14.47	2.20%	£601
33	£28,127	£14.58	£28,746	£14.90	2.20%	£619
34	£28,922	£14.99	£29,558	£15.32	2.20%	£636
35	£29,528	£15.31	£30,178	£15.64	2.20%	£650
36	£30,311	£15.71	£30,978	£16.06	2.20%	£667
37	£31,160	£16.15	£31,846	£16.51	2.20%	£686
38	£32,072	£16.62	£32,778	£16.99	2.20%	£706
39	£33,128	£17.17	£33,857	£17.55	2.20%	£729
40	£33,998	£17.62	£34,746	£18.01	2.20%	£748
41	£34,894	£18.09	£35,662	£18.48	2.20%	£768
42	£35,784	£18.55	£36,571	£18.96	2.20%	£787
43	£36,676	£19.01	£37,483	£19.43	2.20%	£807
44	£37,578	£19.48	£38,405	£19.91	2.20%	£827
45	£38,422	£19.92	£39,267	£20.35	2.20%	£845
46	£39,351	£20.40	£40,217	£20.85	2.20%	£866
47	£40,254	£20.86	£41,140	£21.32	2.20%	£886
48	£41,148	£21.33	£42,053	£21.80	2.20%	£905
49	£42,032	£21.79	£42,957	£22.27	2.20%	£925