

14 DECEMBER 2018

## **EMPLOYMENT BRIEFING E02-18 | 2019-2020 NATIONAL SALARY AWARD**

The National Joint Council for Local Government Services (NJC) has agreed the new pay scales for 2019-2020 to be implemented from 1 April 2019.

The attached Annex lists the new pay scales for clerks and other employees employed under the terms of the model contract including SCPs 50 and above. These calculations have been checked by the ALCC and are based on the changes agreed by the NJC. These should be applied from 1 April 2019

Due to the introduction of the national living wage, the NJC agreement includes the introduction of a new pay spine on 1 April 2019 and the attachment translates the existing spinal column points and scale ranges used in the sector to the new scales.

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## ANNEX 1

| SCP | 1 April 2018 | 1 April 2019 |             |              | Old SCP[s] | Scale Ranges   |
|-----|--------------|--------------|-------------|--------------|------------|--|
|     | £ per annum  | New SCP      | £ per annum | * £ per hour |            | Based on New SCP   |
| 6   | £16,394      | 1            | £17,364     | £9.02        | 6/7        | <b>Below LC Scale<br/>(for staff other than clerks)</b>    |
| 7   | £16,495      |              |             |              |            |  |
| 8   | £16,626      | 2            | £17,711     | £9.21        | 8/9        |  |
| 9   | £16,755      |              |             |              |            |  |
| 10  | £16,863      | 3            | £18,065     | £9.39        | 10/11      |  |
| 11  | £17,007      |              |             |              |            |  |
| 12  | £17,173      | 4            | £18,426     | £9.58        | 12/13      |  |
| 13  | £17,391      |              |             |              |            |  |
| 14  | £17,681      | 5            | £18,795     | £9.77        | 14         |  |
| 15  | £17,972      | 5            | £18,795     | £9.77        | 15         |  |
| 16  | £18,319      | 6            | £19,171     | £9.96        | 16/17      |  |
| 17  | £18,672      |              |             |              |            |  |
| 18  | £18,870      | 7            | £19,554     | £10.16       | 18         | <b>LC1 (7-12)<br/>(substantive benchmark range)</b>        |
| 19  | £19,446      | 8            | £19,945     | £10.37       | 19         |  |
| 20  | £19,819      | 9            | £20,344     | £10.57       | 20         |  |
|     |              | 10           | £20,751     | £10.79       |            |  |
| 21  | £20,541      | 11           | £21,166     | £11.00       | 21         |  |
| 22  | £21,074      | 12           | £21,589     | £11.22       | 22         |  |
|     |              | 13           | £22,021     | £11.45       |            | <b>LC1 (13-17)<br/>(above substantive range)</b>           |
| 23  | £21,693      | 14           | £22,462     | £11.67       | 23         |  |
| 24  | £22,401      | 15           | £22,911     | £11.91       | 24         |  |
|     |              | 16           | £23,369     | £12.15       |            |  |
| 25  | £23,111      | 17           | £23,836     | £12.39       | 25         |  |
|     |              | 18           | £24,313     | £12.64       |            | <b>LC2 (18-23)<br/>(below substantive range)</b>           |
| 26  | £23,866      | 19           | £24,799     | £12.89       | 26         |  |
| 27  | £24,657      | 20           | £25,295     | £13.15       | 27         |  |
|     |              | 21           | £25,801     | £13.41       |            |  |
| 28  | £25,463      | 22           | £26,317     | £13.68       | 28         |  |
| 29  | £26,470      | 23           | £26,999     | £14.03       | 29         |  |
| 30  | £27,358      | 24           | £27,905     | £14.50       | 30         | <b>LC2 (24-28)<br/>(substantive benchmark range)</b>       |
| 31  | £28,221      | 25           | £28,785     | £14.96       | 31         |  |
| 32  | £29,055      | 26           | £29,636     | £15.40       | 32         |  |
| 33  | £29,909      | 27           | £30,507     | £15.86       | 33         |  |
| 34  | £30,756      | 28           | £31,371     | £16.31       | 34         |  |
| 35  | £31,401      | 29           | £32,029     | £16.65       | 35         | <b>LC2 (29-32)<br/>(above substantive benchmark range)</b> |
| 36  | £32,233      | 30           | £32,878     | £17.09       | 36         |  |
| 37  | £33,136      | 31           | £33,799     | £17.57       | 37         |  |
| 38  | £34,106      | 32           | £34,788     | £18.08       | 38         |  |

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|-----------|--------------|--------------|-------------|--------------|------------|--|
|           | £ per annum  | New SCP      | £ per annum | * £ per hour |            | Based on New SCP   |
| <b>39</b> | £35,229      | <b>33</b>    | £35,934     | £18.68       | 39         | <b>LC3 (33-36)</b><br><b>(below substantive range)</b>           |
| <b>40</b> | £36,153      | <b>34</b>    | £36,876     | £19.17       | 40         |  |
| <b>41</b> | £37,107      | <b>35</b>    | £37,849     | £19.67       | 41         |  |
| <b>42</b> | £38,052      | <b>36</b>    | £38,813     | £20.17       | 42         |  |
| <b>43</b> | £39,002      | <b>37</b>    | £39,782     | £20.68       | 43         | <b>LC3 (37-41)</b><br><b>(substantive benchmark range)</b>       |
| <b>44</b> | £39,961      | <b>38</b>    | £40,760     | £21.19       | 44         |  |
| <b>45</b> | £40,858      | <b>39</b>    | £41,675     | £21.66       | 45         |  |
| <b>46</b> | £41,846      | <b>40</b>    | £42,683     | £22.18       | 46         |  |
| <b>47</b> | £42,806      | <b>41</b>    | £43,662     | £22.69       | 47         |  |
| <b>48</b> | £43,757      | <b>42</b>    | £44,632     | £23.20       | 48         | <b>LC3 (42-45)</b><br><b>(above substantive benchmark range)</b> |
| <b>49</b> | £44,697      | <b>43</b>    | £45,591     | £23.70       | 49         |  |
| <b>50</b> | £45,816      | <b>44</b>    | £46,732     | £24.29       | 50         |  |
| <b>51</b> | £46,957      | <b>45</b>    | £47,896     | £24.89       | 51         |  |
| <b>52</b> | £48,138      | <b>46</b>    | £49,101     | £25.52       | 52         | <b>LC4 (46-49)</b><br><b>(below substantive range)</b>           |
| <b>53</b> | £49,331      | <b>47</b>    | £50,318     | £26.15       | 53         |  |
| <b>54</b> | £50,421      | <b>48</b>    | £51,429     | £26.73       | 54         |  |
| <b>55</b> | £51,832      | <b>49</b>    | £52,869     | £27.48       | 55         |  |
| <b>56</b> | £53,131      | <b>50</b>    | £54,194     | £28.17       | 56         | <b>LC4 (50-54)</b><br><b>(substantive benchmark range)</b>       |
| <b>57</b> | £54,455      | <b>51</b>    | £55,544     | £28.87       | 57         |  |
| <b>58</b> | £56,272      | <b>52</b>    | £57,397     | £29.83       | 58         |  |
| <b>59</b> | £58,082      | <b>53</b>    | £59,244     | £30.79       | 59         |  |
| <b>60</b> | £59,901      | <b>54</b>    | £61,099     | £31.76       | 60         |  |
| <b>61</b> | £61,732      | <b>55</b>    | £62,967     | £32.73       | 61         | <b>LC4 (55-62)</b><br><b>(above substantive benchmark range)</b> |
| <b>62</b> | £63,541      | <b>56</b>    | £64,812     | £33.69       | 62         |  |
| <b>63</b> | £65,372      | <b>57</b>    | £66,679     | £34.66       | 63         |  |
| <b>64</b> | £67,167      | <b>58</b>    | £68,510     | £35.61       | 64         |  |
| <b>65</b> | £68,869      | <b>59</b>    | £70,246     | £36.51       | 65         |  |
| <b>66</b> | £70,607      | <b>60</b>    | £72,019     | £37.43       | 66         |  |
| <b>67</b> | £72,387      | <b>61</b>    | £73,835     | £38.38       | 67         |  |
| <b>68</b> | £74,217      | <b>62</b>    | £75,701     | £39.35       | 68         |  |

## \* Hourly Rates

As per the national agreement, hourly rates are calculated by dividing annual salary by 52 weeks and then by 37 hours