

NJC pay spine review

Dear Chief Executive,

The 2023 NJC pay agreement included a commitment by the National Employers and Trade Unions (UNISON, GMB and Unite) to enter into negotiations in order to reach agreement on a redesigned national pay spine.

The NJC pay spine currently consists of 42 pay points, each point representing a salary. The NJC agrees to an annual uplift to the salaries on the spine, on which each council decides where to place its employees. Each council takes into account a number of factors such as job size and local labour market conditions when deciding an employee's salary. There are no nationally determined jobs or pay grade/scales/bands in local government; they are determined locally, so grading structures will vary from council to council.

Ahead of the review getting underway, the National Employers would like to hear your council's views on what you think the employers should seek to achieve from the negotiations. At the end we are also asking some questions about the proposed reinstatement of the School Support Staff Negotiating Body.

When providing your council's response, please liaise with your colleagues in HR and finance.

Please ensure you have completed this survey by **27 September 2024**.

Notes Thank you for taking the time to complete this survey. You can navigate through the questions using the buttons at the bottom of each page. Use the 'previous' button at the bottom of the page if you wish to amend your response to an earlier question.

Please complete this survey in one go - if you exit before submitting the survey your answers may be lost. You can see all the questions in this PDF.

All responses will be treated confidentially. Information will be aggregated, and no individual or authority will be identified in any publications without your consent. Identifiable information may be used internally within the LGA but will only be held and processed in accordance with our privacy statement. We are undertaking this survey to aid the legitimate interests of the LGA in supporting and representing authorities.

Authority Please select your local authority.

If you responding on behalf of more than one authority, please select one here and name the others in the box below.

▼ Adur ... York

Multiple If you are responding on behalf of more than one authority please name the others in the box below.

Contact Please enter your details below.

Name David Wright

Job title Chief Finance Officer

Email address david.wright@causewaycoastandglens.gov.uk

Q1 Does your council currently apply the following?

	Yes	No	Don't know
NJC pay spine	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
NJC pay awards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q2 How many staff were directly employed by your council on NJC 'Green Book' conditions at 1st April 2024?

Please enter in full-time equivalent terms.

Please do not include schools-based non-teaching staff. These are covered by a later question.

Please enter 'DK' if you do not know. Please enter '0' if the answer is zero.

FTE employees 625.31

Q3 What was your council's total paybill for NJC 'Green Book' employees in 2023/24?
*Please do not include schools-based non-teaching staff. These are covered by a later question.
Please enter 'DK' if you do not know. Please enter '0' if the answer is zero.*

Paybill (£) £28.857m

Q4 Which pay point on the spine does your council apply as the bottom rate?

2

3

4

5

6

Other (please specify) _____

Not applicable

Q5 How many NJC 'Green Book' employees were paid above the top of the pay spine (SCP 43) at 1st April 2024?

Please enter 'DK' if you do not know. Please enter '0' if the answer is zero.

Full-time equivalent 22

Headcount 22

Q6 Should a new pay spine have random or fixed (percentage) differentials between each pay point?

Random

Fixed

Other (please specify) _____

Q7 What should be the percentage differential?

- 1%
- 2%
- 3%
- 4%
- 5%
- Other (please specify) _____

Q8 How many staff were directly employed by your council on JNC Craftworker ('Red Book') conditions and received JNC Craftworker pay awards at 1st April 2024?

Please enter 'DK' if you do not know. Please enter '0' if the answer is zero.

- Full-time equivalent 0 _____
- Headcount 0 _____

Q9 How many staff were directly employed by your council on JNC Chief Officer conditions and received JNC Chief Officer pay awards at 1st April 2024?

Please enter 'DK' if you do not know. Please enter '0' if the answer is zero.

- Full-time equivalent 3 _____
- Headcount 3 _____

Q10 Please add any other comments about what you would wish the National Employers to achieve in negotiating a new pay spine.

Maintain sufficient differentials to ensure supervisory grades are adequately
rewarded for additional responsibility in comparison to their direct reports.

Q24 The three remaining questions relate to school support staff.

If you are responding for a shire district (and hence do not employ school support staff), please just enter zero in the boxes or leave the last one blank.

SSSNB School Support Staff Negotiating Body

You may recall that a School Support Staff Negotiating Body (SSSNB) was introduced through legislation under the previous Labour government and was abolished by the coalition government in 2010. The SSSNB at that time applied to all local authority-maintained schools in England in respect of non-teaching staff and its intended purpose was to agree a pay and conditions framework for school support staff. However, the SSSNB was abolished before any such framework was implemented.

The King's Speech in July confirmed that the SSSNB will be reinstated "to establish national terms and conditions, career progression routes and fair pay rates." The New Deal plan further provides that its reinstatement "will value and recognise the professionalism of the **entire** [LGA emphasis] school workforce and address recruitment and retention challenges." Potentially therefore, the SSSNB will apply not only to non-teaching staff in local authority-maintained schools, but also to non-teaching staff in the Academy sector.

The establishment of alternative arrangements for setting the pay, terms and conditions of school support staff will affect the shape of the NJC workforce so it is vital that the National Employers have relevant data with which to work. This is relevant both for the redesign of the pay spine and the design of future pay offers so please provide as accurate a picture as possible.

Q11 How many non-teaching school support staff were directly employed by your council at 1st April 2024?

Please enter 'DK' if you do not know. Please enter '0' if the answer is zero.

Full-time equivalent _____

Headcount _____

Q12 What was your council's total paybill for non-teaching school support staff in 2023/24?

Please enter 'DK' if you do not know. Please enter '0' if the answer is zero.

Paybill (£) _____

Q13 Please add any comments you may have about the proposed reinstatement of the SSSNB.

Q14 Please tick this box to confirm that the answers provided have been agreed by colleagues in HR and finance.

This response has been agreed with HR and finance

End

Once you press the 'Submit' button below, you will have completed the survey.

Many thanks for taking the time to complete this survey. You are in control of any personal data that you have provided to us in your response. You can contact us at all times to have your information changed or deleted. You can find our full privacy policy here: [click here to see our privacy policy](#).