

Our Ref: **LG/20/2019**

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To: Secretaries of Local Government Branches in England,
Wales and Northern Ireland (Scotland – for information only)
Regional Heads of Local Government

3 May 2019

2020 - 21 NJC Pay Claim: Branch consultation

This circular contains UNISON's proposed NJC pay claim for 2020/21, together with some background analysis. The proposed claim was discussed and agreed by the UNISON NJC Committee on 30 April 2019. Branches are asked to consult members as widely as possible on the proposed claim and submit responses to their Regional Head of Local Government using the enclosed pro-forma by 5 pm on Friday 31 May 2019

The UNISON NJC Committee met on Tuesday 30 April 2019 to discuss the contents of the NJC pay claim for 2020/21, having taken soundings from Regional Local Government Committees, who were asked to discuss the content of the claim in order to inform this consultation.

In considering the proposed claim for 2020/21, the NJC Committee was mindful of the context:

- The move to the new NJC pay spine and the importance of not unravelling the 2% incremental differences newly established
- The minimum NJC scp hourly rate is now the same as the Foundation Living Wage (FLW) hourly rate
- The FLW forms a stepping stone towards UNISON's wider goal of achieving minimum pay rates of £10 an hour across the UK

The Committee agreed that our core objective must continue to focus on the restoration of decent pay levels for all members and a bold claim is needed.

The Committee also wanted to keep the claim simple and agreed not to recommend the inclusion of any NJC conditions in this pay claim.

Instead members will be consulted about a separate NJC conditions claim at a later date.

Proposed Pay Claim 2020/21

The Committee is proposing the following claim for 2020/21:

10% or £10 per hour, whichever is the greater.

A table is attached to this circular setting out current NJC and GLPC rates and showing the impact of the claim.

The economic background paper considered by the Committee is also attached and highlights:

- **Recruitment and retention problems:** affecting 74% of councils
- **Inflation:** RPI at 2.7% and CPI at 2.1%. RPI to average 3.2% over 2019 and remain over 3% to 2022
- **Average earnings:** predicted to be 2.5% in 2019 rising to 3.2% by 2023
- **Average pay settlements:** 2.8% for private sector; 2.7% for public sector

Consultation Timetable

Branches are asked to carry out as wide a consultation as possible on the contents of the proposed claim and return their results to **your Regional Head of Local Government by 5 pm on Friday 31 May 2019**. A pro forma is attached. **It is very important that the NJC Committee gets a view from as many branches as possible and that members are engaged at this stage in the claim.**

Regions are being asked to return the results to the local government section by **5pm on Tuesday, 4 June 2019**.

The UNISON NJC Committee will meet on **Thursday 6 June 2019** to consider the results of the branch consultation and to agree UNISON's proposals for the 2020/21 pay claim. GMB and Unite will also be consulting their members on what they would like to see in the claim. The intention is for the Trade Union Side to agree the claim in late June for immediate submission to the Local Government Association (LGA)

With best wishes



Jon Richards
National Secretary
Local Government, Police and Justice Section

Impact of 2020/21 Pay Claim - NJC Pay Rates

NJC SCP	Pay Rates 2019	2019 Hourly Rates	2020 Claim	2020 Hourly Rate
1	£17,364	£9.00	£19,293	£10.00
2	£17,711	£9.18	£19,482	£10.10
3	£18,065	£9.36	£19,872	£10.30
4	£18,426	£9.55	£20,269	£10.51
5	£18,795	£9.74	£20,675	£10.72
6	£19,171	£9.94	£21,088	£10.93
7	£19,554	£10.14	£21,510	£11.15
8	£19,945	£10.34	£21,940	£11.37
9	£20,344	£10.54	£22,378	£11.60
10	£20,751	£10.76	£22,826	£11.83
11	£21,166	£10.97	£23,283	£12.07
12	£21,589	£11.19	£23,748	£12.31
13	£22,021	£11.41	£24,223	£12.56
14	£22,462	£11.64	£24,708	£12.81
15	£22,911	£11.88	£25,202	£13.06
16	£23,369	£12.11	£25,706	£13.32
17	£23,836	£12.35	£26,220	£13.59
18	£24,313	£12.60	£26,744	£13.86
19	£24,799	£12.85	£27,279	£14.14
20	£25,295	£13.11	£27,825	£14.42
21	£25,801	£13.37	£28,381	£14.71
22	£26,317	£13.64	£28,949	£15.00
23	£26,999	£13.99	£29,699	£15.39
24	£27,905	£14.46	£30,696	£15.91
25	£28,785	£14.92	£31,664	£16.41
26	£29,636	£15.36	£32,599	£16.90
27	£30,507	£15.81	£33,558	£17.39
28	£31,371	£16.26	£34,508	£17.89
29	£32,029	£16.60	£35,232	£18.26
30	£32,878	£17.04	£36,165	£18.75
31	£33,799	£17.52	£37,179	£19.27
32	£34,788	£18.03	£38,267	£19.83
33	£35,934	£18.63	£39,527	£20.49
34	£36,876	£19.11	£40,564	£21.03
35	£37,849	£19.62	£41,634	£21.58
36	£38,813	£20.12	£42,694	£22.13
37	£39,782	£20.62	£43,760	£22.68
38	£40,760	£21.13	£44,836	£23.24
39	£41,675	£21.60	£45,843	£23.76
40	£42,683	£22.12	£46,951	£24.34
41	£43,662	£22.63	£48,029	£24.89
42	£44,632	£23.13	£49,095	£25.45
43	£45,591	£23.63	£50,151	£25.99

Impact of 2020/21 Pay Claim – Outer London Pay Rates

Outer London SCP	Pay Rates 2019	2019 Hourly Rates	2020 Claim	2020 Hourly Rate
1	£20,103	£10.71	£22,113	£11.78
2	£20,466	£10.90	£22,513	£11.99
3	£20,835	£11.10	£22,919	£12.21
4	£21,210	£11.30	£23,331	£12.43
5	£21,591	£11.50	£23,750	£12.65
6	£21,981	£11.71	£24,179	£12.88
7	£22,377	£11.92	£24,615	£13.11
8	£22,779	£12.13	£25,057	£13.35
9	£23,187	£12.35	£25,506	£13.59
10	£23,607	£12.58	£25,968	£13.83
11	£24,030	£12.80	£26,433	£14.08
12	£24,462	£13.03	£26,908	£14.33
13	£24,903	£13.27	£27,393	£14.59
14	£25,353	£13.51	£27,888	£14.86
15	£25,809	£13.75	£28,390	£15.12
16	£26,274	£14.00	£28,901	£15.40
17	£26,745	£14.25	£29,420	£15.67
18	£27,228	£14.50	£29,951	£15.96
19	£27,717	£14.77	£30,489	£16.24
20	£28,215	£15.03	£31,037	£16.53
21	£28,725	£15.30	£31,598	£16.83
22	£29,241	£15.58	£32,165	£17.14
23	£29,766	£15.86	£32,743	£17.44
24	£30,213	£16.10	£33,234	£17.70
25	£30,711	£16.36	£33,782	£18.00
26	£31,548	£16.81	£34,703	£18.49
27	£32,430	£17.28	£35,673	£19.00
28	£33,291	£17.73	£36,620	£19.51
29	£33,948	£18.08	£37,343	£19.89
30	£34,794	£18.54	£38,273	£20.39
31	£35,724	£19.03	£39,296	£20.93
32	£36,711	£19.56	£40,382	£21.51
33	£37,842	£20.16	£41,626	£22.18
34	£38,799	£20.67	£42,679	£22.74
35	£39,774	£21.19	£43,751	£23.31
36	£40,728	£21.70	£44,801	£23.87
37	£41,706	£22.22	£45,877	£24.44
38	£42,684	£22.74	£46,952	£25.01
39	£43,590	£23.22	£47,949	£25.54
40	£44,607	£23.76	£49,068	£26.14
41	£45,585	£24.28	£50,144	£26.71
42	£46,560	£24.80	£51,216	£27.28
43	£47,511	£25.31	£52,262	£27.84

Outer London SCP	Pay Rates 2019	2019 Hourly Rates	2020 Claim	2020 Hourly Rate
44	£48,492	£25.83	£53,341	£28.42
45	£49,464	£26.35	£54,410	£28.99
46	£50,448	£26.87	£55,493	£29.56
47	£51,450	£27.41	£56,595	£30.15
48	£52,482	£27.96	£57,730	£30.75
49	£53,544	£28.52	£58,898	£31.38
50	£54,597	£29.09	£60,057	£31.99
51	£55,638	£29.64	£61,202	£32.60
52	£56,682	£30.20	£62,350	£33.22
53	£57,735	£30.76	£63,509	£33.83
54	£58,779	£31.31	£64,657	£34.44
55	£59,823	£31.87	£65,805	£35.06
56	£60,879	£32.43	£66,967	£35.67
57	£61,929	£32.99	£68,122	£36.29
58	£62,970	£33.55	£69,267	£36.90
59	£64,023	£34.11	£70,425	£37.52
60	£65,367	£34.82	£71,904	£38.30
61	£66,732	£35.55	£73,405	£39.10
62	£68,127	£36.29	£74,940	£39.92
63	£69,561	£37.06	£76,517	£40.76
64	£71,016	£37.83	£78,118	£41.62
65	£72,438	£38.59	£79,682	£42.45

Impact of 2020/21 Pay Claim – Inner London Pay Rates

Inner London SCP	Pay Rates 2019	2019 Hourly Rates	2020 Claim	2020 Hourly Rate
1	£21,231	£11.31	£23,354	£12.44
2	£21,612	£11.51	£23,773	£12.66
3	£22,002	£11.72	£24,202	£12.89
4	£22,398	£11.93	£24,638	£13.12
5	£22,800	£12.15	£25,080	£13.36
6	£23,211	£12.37	£25,532	£13.60
7	£23,628	£12.59	£25,991	£13.85
8	£24,054	£12.81	£26,460	£14.10
9	£24,486	£13.04	£26,935	£14.35
10	£24,927	£13.28	£27,420	£14.61
11	£25,377	£13.52	£27,915	£14.87
12	£25,833	£13.76	£28,416	£15.14
13	£26,298	£14.01	£28,928	£15.41
14	£26,772	£14.26	£29,449	£15.69
15	£27,255	£14.52	£29,981	£15.97
16	£27,744	£14.78	£30,518	£16.26
17	£28,245	£15.05	£31,070	£16.55
18	£28,752	£15.32	£31,628	£16.85

Inner London SCP	Pay Rates 2019	2019 Hourly Rates	2020 Claim	2020 Hourly Rate
19	£29,271	£15.59	£32,198	£17.15
20	£29,796	£15.87	£32,776	£17.46
21	£30,333	£16.16	£33,366	£17.77
22	£30,879	£16.45	£33,967	£18.09
23	£31,434	£16.75	£34,577	£18.42
24	£32,001	£17.05	£35,201	£18.75
25	£32,577	£17.35	£35,834	£19.09
26	£33,162	£17.67	£36,478	£19.43
27	£33,759	£17.98	£37,135	£19.78
28	£34,128	£18.18	£37,541	£20.00
29	£34,986	£18.64	£38,484	£20.50
30	£35,637	£18.98	£39,201	£20.88
31	£36,486	£19.44	£40,135	£21.38
32	£37,413	£19.93	£41,154	£21.92
33	£38,403	£20.46	£42,244	£22.50
34	£39,543	£21.07	£43,497	£23.17
35	£40,491	£21.57	£44,540	£23.73
36	£41,466	£22.09	£45,613	£24.30
37	£42,432	£22.60	£46,675	£24.86
38	£43,404	£23.12	£47,744	£25.43
39	£44,373	£23.64	£48,810	£26.00
40	£45,288	£24.13	£49,817	£26.54
41	£46,293	£24.66	£50,922	£27.13
42	£47,274	£25.18	£52,001	£27.70
43	£48,252	£25.70	£53,077	£28.28
44	£49,203	£26.21	£54,123	£28.83
45	£50,184	£26.73	£55,202	£29.41
46	£51,162	£27.26	£56,278	£29.98
47	£52,140	£27.78	£57,354	£30.55
48	£53,133	£28.31	£58,446	£31.14
49	£54,174	£28.86	£59,591	£31.75
50	£55,233	£29.42	£60,756	£32.37
51	£56,289	£29.99	£61,918	£32.99
52	£57,333	£30.54	£63,067	£33.60
53	£58,380	£31.10	£64,218	£34.21
54	£59,421	£31.66	£65,364	£34.82
55	£60,480	£32.22	£66,528	£35.44
56	£61,515	£32.77	£67,667	£36.05
57	£62,565	£33.33	£68,822	£36.66
58	£63,630	£33.90	£69,993	£37.29
59	£64,656	£34.44	£71,121	£37.89
60	£65,712	£35.01	£72,283	£38.51
61	£67,053	£35.72	£73,758	£39.29
62	£68,427	£36.45	£75,270	£40.10
63	£69,813	£37.19	£76,794	£40.91

Inner London SCP	Pay Rates 2019	2019 Hourly Rates	2020 Claim	2020 Hourly Rate
64	£71,256	£37.96	£78,382	£41.76
65	£72,705	£38.73	£79,976	£42.60