

Greater London Provincial Council

DATE: 4 September 2020

GLPC CIRCULAR 1/2020

Dear Colleague

SALARY ARRANGEMENTS FOR LONDON 2020

As you are no doubt aware, agreement has been reached between the National Employers and Union sides for the National Joint Council for Local Government Services employees on the rates of pay applicable from 1 April 2020.

UNISON and GMB both voted to accept whilst Unite voted to reject. However, in line with the Constitution of the NJC, Unite accepts the collective majority decision of the other unions that the pay award will now be implemented.

The NJC also agreed minimum annual leave provisions and details of the national agreements have been shared already with London boroughs.

In accordance with London agreement the London pay spines and allowances will be up-rated by 2.75 per cent.

The rates of pay applicable from **1 April 2020** for the Outer and Inner London pay spines are attached respectively at **Annex 1** and **Annex 2**.

The new rates for allowances up-rated in line with the agreed increase are set out below.

Planned overtime rates

The GLPC recommends planned overtime rates as follows:

	1 April 2019	1 April 2020
Rate a)	£21.02	£21.60
Rate b)	£22.50	£23.12
Rate c)	£24.42	£25.09

These rates are relevant from new 2019 spinal column point 23 and above. See **Annex 3** for an example of how the planned overtime rates work with typical London borough grading arrangements. Paragraph 2.4 of the Gold Book also provides guidance on the application of these rates.

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Steve Davies
Employers' Side Secretary
London Councils
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Special London Allowance for Residential Staff

The agreed rate from 1 April 2020 is **£1,200**, an increase from £1,167 at April 2019.

Yours sincerely **Joint Secretaries**

Helen Reynolds

Onay Kasab

Vaughan West

Steve Davies

To: The Chief Executives of the London boroughs
The Heads of Human Resources of the London boroughs
The Finance Directors of the London boroughs
GLEF Employers' Side representatives
London Councils Pay & ER Forum
London Councils Political Advisers'
The constituent trade unions

From 1 April 2020 the London pay spines increase by 2.75% rounded up to the multiple of £3.

Annex 1

Outer London 2019 Spine	Outer London 2019 Rate	Outer London Apr 2020 New Rate
1	£20,103	£20,658
2	£20,466	£21,030
3	£20,835	£21,408
4	£21,210	£21,795
5	£21,591	£22,185
6	£21,981	£22,587
7	£22,377	£22,995
8	£22,779	£23,406
9	£23,187	£23,826
10	£23,607	£24,258
11	£24,030	£24,693
12	£24,462	£25,137
13	£24,903	£25,590
14	£25,353	£26,052
15	£25,809	£26,520
16	£26,274	£26,997
17	£26,745	£27,483
18	£27,228	£27,978
19	£27,717	£28,482
20	£28,215	£28,992
21	£28,725	£29,517

22	£29,241	£30,048
23	£29,766	£30,585
24	£30,213	£31,044
25	£30,711	£31,557
26	£31,548	£32,418
27	£32,430	£33,324
28	£33,291	£34,209
29	£33,948	£34,884
30	£34,794	£35,751
31	£35,724	£36,708
32	£36,711	£37,722
33	£37,842	£38,883
34	£38,799	£39,867
35	£39,774	£40,869
36	£40,728	£41,850
37	£41,706	£42,855
38	£42,684	£43,860
39	£43,590	£44,790
40	£44,607	£45,834
41	£45,585	£46,839
42	£46,560	£47,841
43	£47,511	£48,819
44	£48,492	£49,827
45	£49,464	£50,826
46	£50,448	£51,837
47	£51,450	£52,866
48	£52,482	£53,928
49	£53,544	£55,017
50	£54,597	£56,100
51	£55,638	£57,171
52	£56,682	£58,242
53	£57,735	£59,325
54	£58,779	£60,396
55	£59,823	£61,470
56	£60,879	£62,556
57	£61,929	£63,633
58	£62,970	£64,704
59	£64,023	£65,784
60	£65,367	£67,167
61	£66,732	£68,568
62	£68,127	£70,002
63	£69,561	£71,475
64	£71,016	£72,969
65	£72,438	£74,433

Annex 2

Inner London 2019 Spine	Inner London 2019 Rate	Inner London Aprl 2020 New Rate
1	£21,231	£21,816
2	£21,612	£22,209
3	£22,002	£22,608
4	£22,398	£23,016
5	£22,800	£23,427
6	£23,211	£23,850
7	£23,628	£24,279
8	£24,054	£24,717
9	£24,486	£25,161
10	£24,927	£25,614
11	£25,377	£26,076
12	£25,833	£26,544
13	£26,298	£27,024
14	£26,772	£27,510
15	£27,255	£28,005
16	£27,744	£28,509
17	£28,245	£29,022
18	£28,752	£29,544
19	£29,271	£30,078
20	£29,796	£30,618
21	£30,333	£31,170
22	£30,879	£31,731
23	£31,434	£32,301
24	£32,001	£32,883
25	£32,577	£33,474
26	£33,162	£34,074
27	£33,759	£34,689
28	£34,128	£35,067
29	£34,986	£35,949
30	£35,637	£36,618
31	£36,486	£37,491
32	£37,413	£38,442
33	£38,403	£39,462
34	£39,543	£40,632
35	£40,491	£41,607
36	£41,466	£42,609
37	£42,432	£43,599
38	£43,404	£44,598
39	£44,373	£45,594
40	£45,288	£46,536
41	£46,293	£47,568
42	£47,274	£48,576
43	£48,252	£49,581
44	£49,203	£50,559

45	£50,184	£51,567
46	£51,162	£52,569
47	£52,140	£53,574
48	£53,133	£54,597
49	£54,174	£55,665
50	£55,233	£56,754
51	£56,289	£57,837
52	£57,333	£58,911
53	£58,380	£59,988
54	£59,421	£61,056
55	£60,480	£62,145
56	£61,515	£63,207
57	£62,565	£64,287
58	£63,630	£65,382
59	£64,656	£66,435
60	£65,712	£67,521
61	£67,053	£68,898
62	£68,427	£70,311
63	£69,813	£71,733
64	£71,256	£73,218
65	£72,705	£74,706

Annex 3

GLPC Recommended planned Overtime rates against spinal points applicable from 1 April 2020

Typical original GLPC Outer LB pay grades based on Hounslow and Greenwich

2019 New Sp pt	2019 Outer Pay			1 Apr 2019 GLPC Planned O/Time rates	2020 Outer Salary	New 1 Apr 20 Planned O/time rate
23	£29,766	SO1	PO1	£21.02	£30,585	£21.60
24	£30,213				£31,044	
25	£30,708				£31,557	
26	£31,548	SO2			£32,418	
27	£32,430				£33,324	
28	£33,291	PO2			£34,209	
29	£33,945			£22.50	£34,884	£23.12
30	£34,794				£35,751	
31	£35,724	£36,708				
32	£36,711	PO3			£37,722	
33	£37,842				£38,883	
34	£38,799	PO4			£39,867	
35	£39,774		£40,869			
36	£40,728		£24.42	£41,850	£25.09	
37	£41,706	£42,855				
38	£42,681	PO5		£43,860		
39	£43,590			£44,790		
40	£44,607	PO6		£45,834		
41	£45,585			£46,839		
42	£46,560		£47,841			
43	£47,511		£48,819			
44	£48,492		£49,827			

Typical original GLPC Inner LB pay grades based on Lambeth and Hammersmith & Fulham

2019 New Sp pt	2019 Inner Pay			1 Apr 2019 GLPC Planned O/Time rates	2020 Inner Salary	New 1 Apr 20 Planned O/time rate	
23	£31,434	SO1		£21.02	£32,301	£21.60	
24	£32,001				£32,883		
25	£32,577				£33,474		
27	£33,759	SO2			£34,074		
28	£34,128				£34,689		
29	£34,986		PO1				£35,067
30	£35,637	PO2		£22.50	£35,949	£23.12	
31	£36,486						£36,618
32	£37,413						£37,491
33	£38,403		PO3				£38,442
34	£39,543				£39,462		
35	£40,491				£40,632		
36	£41,466	PO4			£41,607		
37	£42,432				£42,609		
38	£43,404				£43,599		
39	£44,373		PO5	£24.42	£44,598	£25.09	
40	£45,288				£45,594		
41	£46,293	PO6			£46,536		
42	£47,274				£47,568		
43	£48,252				£48,576		
44	£49,203				£49,581		
45	£50,184			£50,559			