

Greater London Provincial Council

DATE: 28 February 2022

GLPC CIRCULAR – Feb 2022

Dear Colleague

SALARY ARRANGEMENTS FOR LONDON 2021

As you are no doubt aware, agreement has been reached on the pay award for Local Government Services ('Green Book') employees, covering the period 1 April 2021 to 31 March 2022.

In accordance with London agreement the London pay spines and allowances will be up-rated as follows.

- **With effect from 1 April 2021, an increase of 2.75 per cent on pay point 1**
- **With effect from 1 April 2021, an increase of 1.75 per cent on all pay points 2 and above**

Based on the above agreement the rates of pay applicable from **1 April 2021** for the Outer and Inner London pay spines are attached respectively at **Annex 1** and **Annex 2**.

The 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:

	Overtime rate 2019	Overtime rate 2020	Overtime rate 2021
Rate a)	£21.02	£21.60	£21.98
Rate b)	£22.50	£23.12	£23.52
Rate c)	£24.42	£25.09	£25.53

These rates are relevant from new 2019 spinal column point 23 and above. See **Annex 3** of the London Agreement 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.

Special London Allowance for Residential Staff

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

Separate London Allowance

If your organisation continues to use a separate London Allowance or needs to identify it separately for payroll purposes for employees paid at spine point 50 and above, the following figures should be used.

	01-Apr-19	01-Apr-20	01-Apr-21
Inner London (APT & C)	£3,614	£3,713	£3,778
Outer London (APT & C)	£1,925	£1,978	£2,013
Greater London (Manual Workers)	£2,641	£2,714	£2,761

Yours sincerely **Joint Secretaries**



Helen Reynolds



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

Annex 1 – Outer London Pay Spines

From 1 April 2021 an increase of 2.75% on point 1 and 1.75% on all other points rounded up to the multiple of £3.

Outer London 2019 Spine	Outer London 2019 Rate	Outer London Apr 2020 Rate	Outer London Apr 2021 New Rate
1	£20,103	£20,658	£21,228
2	£20,466	£21,030	£21,399
3	£20,835	£21,408	£21,783
4	£21,210	£21,795	£22,179
5	£21,591	£22,185	£22,575
6	£21,981	£22,587	£22,983
7	£22,377	£22,995	£23,400
8	£22,779	£23,406	£23,817
9	£23,187	£23,826	£24,243
10	£23,607	£24,258	£24,684
11	£24,030	£24,693	£25,128
12	£24,462	£25,137	£25,578
13	£24,903	£25,590	£26,040
14	£25,353	£26,052	£26,508
15	£25,809	£26,520	£26,985
16	£26,274	£26,997	£27,471
17	£26,745	£27,483	£27,966
18	£27,228	£27,978	£28,470
19	£27,717	£28,482	£28,983
20	£28,215	£28,992	£29,502
21	£28,725	£29,517	£30,036
22	£29,241	£30,048	£30,576
23	£29,766	£30,585	£31,122
24	£30,213	£31,044	£31,590
25	£30,711	£31,557	£32,112
26	£31,548	£32,418	£32,988
27	£32,430	£33,324	£33,909
28	£33,291	£34,209	£34,809
29	£33,948	£34,884	£35,496
30	£34,794	£35,751	£36,378
31	£35,724	£36,708	£37,353
32	£36,711	£37,722	£38,385
33	£37,842	£38,883	£39,564
34	£38,799	£39,867	£40,566
35	£39,774	£40,869	£41,586
36	£40,728	£41,850	£42,585
37	£41,706	£42,855	£43,605
38	£42,684	£43,860	£44,628
39	£43,590	£44,790	£45,576
40	£44,607	£45,834	£46,638
41	£45,585	£46,839	£47,661

42	£46,560	£47,841	£48,681
43	£47,511	£48,819	£49,674
44	£48,492	£49,827	£50,700
45	£49,464	£50,826	£51,717
46	£50,448	£51,837	£52,746
47	£51,450	£52,866	£53,793
48	£52,482	£53,928	£54,873
49	£53,544	£55,017	£55,980
50	£54,597	£56,100	£57,084
51	£55,638	£57,171	£58,173
52	£56,682	£58,242	£59,262
53	£57,735	£59,325	£60,366
54	£58,779	£60,396	£61,455
55	£59,823	£61,470	£62,547
56	£60,879	£62,556	£63,651
57	£61,929	£63,633	£64,749
58	£62,970	£64,704	£65,838
59	£64,023	£65,784	£66,936
60	£65,367	£67,167	£68,343
61	£66,732	£68,568	£69,768
62	£68,127	£70,002	£71,229
63	£69,561	£71,475	£72,726
64	£71,016	£72,969	£74,247
65	£72,438	£74,433	£75,738

Annex 2 – Inner London Pay Spines

From 1 April 2021 an increase of 2.75% on point 1 and 1.75% on all other points rounded up to the multiple of £3.

Inner London 2019 Spine	Inner London 2019 Rate	Inner London Apr New Rate	Inner London Apr 2021 New Rate
1	£21,231	£21,816	£22,416
2	£21,612	£22,209	£22,599
3	£22,002	£22,608	£23,004
4	£22,398	£23,016	£23,421
5	£22,800	£23,427	£23,838
6	£23,211	£23,850	£24,270
7	£23,628	£24,279	£24,705
8	£24,054	£24,717	£25,152
9	£24,486	£25,161	£25,602
10	£24,927	£25,614	£26,064
11	£25,377	£26,076	£26,535
12	£25,833	£26,544	£27,009
13	£26,298	£27,024	£27,498
14	£26,772	£27,510	£27,993
15	£27,255	£28,005	£28,497
16	£27,744	£28,509	£29,010
17	£28,245	£29,022	£29,532
18	£28,752	£29,544	£30,063
19	£29,271	£30,078	£30,606
20	£29,796	£30,618	£31,155
21	£30,333	£31,170	£31,716
22	£30,879	£31,731	£32,289
23	£31,434	£32,301	£32,868
24	£32,001	£32,883	£33,459
25	£32,577	£33,474	£34,062
26	£33,162	£34,074	£34,671
27	£33,759	£34,689	£35,298
28	£34,128	£35,067	£35,682
29	£34,986	£35,949	£36,579
30	£35,637	£36,618	£37,260
31	£36,486	£37,491	£38,148
32	£37,413	£38,442	£39,117
33	£38,403	£39,462	£40,155
34	£39,543	£40,632	£41,346
35	£40,491	£41,607	£42,336
36	£41,466	£42,609	£43,356
37	£42,432	£43,599	£44,364
38	£43,404	£44,598	£45,381
39	£44,373	£45,594	£46,392
40	£45,288	£46,536	£47,352
41	£46,293	£47,568	£48,402
42	£47,274	£48,576	£49,428

43	£48,252	£49,581	£50,451
44	£49,203	£50,559	£51,444
45	£50,184	£51,567	£52,470
46	£51,162	£52,569	£53,490
47	£52,140	£53,574	£54,513
48	£53,133	£54,597	£55,554
49	£54,174	£55,665	£56,640
50	£55,233	£56,754	£57,750
51	£56,289	£57,837	£58,851
52	£57,333	£58,911	£59,943
53	£58,380	£59,988	£61,038
54	£59,421	£61,056	£62,127
55	£60,480	£62,145	£63,234
56	£61,515	£63,207	£64,314
57	£62,565	£64,287	£65,415
58	£63,630	£65,382	£66,528
59	£64,656	£66,435	£67,599
60	£65,712	£67,521	£68,703
61	£67,053	£68,898	£70,104
62	£68,427	£70,311	£71,544
63	£69,813	£71,733	£72,990
64	£71,256	£73,218	£74,502
65	£72,705	£74,706	£76,014

Annex 3

GLPC planned Overtime rates against spinal points applicable from 1 April 2021

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

2019 New Sp pt	2020 Outer Pay			1 Apr 2020 GLPC Planned O/Time rates	2021 Outer Salary	New 1 Apr 21 Planned O/time rate
23	£30,585	SO1	PO1	£21.60	£31,122	£21.98
24	£31,044				£31,590	
25	£31,557				£32,112	
26	£32,418	£32,988				
27	£33,324	£33,909				
28	£34,209	£34,809				
29	£34,884	PO2		£23.12	£35,496	£23.52
30	£35,751				£36,378	
31	£36,708				£37,353	
32	£37,722	PO3			£38,385	
33	£38,883				£39,564	
34	£39,867				£40,566	
35	£40,869	PO4		£25.09	£41,586	£25.53
36	£41,850				£42,585	
37	£42,855				£43,605	
38	£43,860	PO5	£44,628			
39	£44,790		£45,576			
40	£45,834		£46,638			
41	£46,839	PO6	£47,661			
42	£47,841		£48,681			
43	£48,819		£49,674			
44	£49,827			£50,700		

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

2019 New Sp pt	2020 Inner Pay			1 Apr 2020 GLPC Planned O/Time rates	2021 Inner Salary	New 1 Apr 21 Planned O/time rate
23	£32,301	SO1		£21.60	£32,868	£21.98
24	£32,883				£33,459	
25	£33,474				£34,062	
26	£34,074				£34,671	
27	£34,689	SO2	PO1		£35,298	
28	£35,067				£35,682	
29	£35,949			£23.12	£36,579	£23.52
30	£36,618	PO2			£37,260	
31	£37,491				£38,148	
32	£38,442		£39,117			
33	£39,462		£40,155			
34	£40,632		PO3		£41,346	
35	£41,607				£42,336	
36	£42,609	PO4		£25.09	£43,356	£25.53
37	£43,599				£44,364	
38	£44,598				£45,381	
39	£45,594		PO5		£46,392	
40	£46,536				£47,352	
41	£47,568	PO6			£48,402	
42	£48,576				£49,428	
43	£49,581				£50,451	
44	£50,559				£51,444	
45	£51,567				£52,470	