***Greater London Provincial Council***

**DATE**: 1 November 2023

**GLPC CIRCULAR – November 2023**

Dear Colleague

# SALARY ARRANGEMENTS FOR LONDON – April 2023

Please note agreement has been reached on the pay award for Local Government Services (‘Green Book’) employees, covering the period 1 April 2023 to 31 March 2024.

The London Agreement specifies that inner and outer London pay spines will be amended each year in line with the same methodology approach and key principles of the agreement reached at the NJC for Local Government Services.

The national pay agreement and relevant pay increases for London is outlined below.

* **With effect from 1 April 2023 the national pay increases by £1,925 on all NJC pay points. Further, with effect from 1 April 2023, an increase of 3.88 per cent on all pay points above the maximum of the pay spine (spine point 43 on the NJC pay scale).**

* **In London this translates to an equivalent offer of £2,226 on Outer London pay points up to and including spine point 48 and an increase of £2,352 on Inner London pay points up to and including spine point 50. Above these pay points on the respective London pay spines an increase of 3.88 per cent will apply.**

# • Allowances, including overtime rates, to be increased by 3.88%

Based on the above agreement the rates of pay applicable from **1 April 2023** 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 agreement are set out below.

# Planned overtime rates

The GLPC recommended planned overtime rates are as follows with a 3.88% increase:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Overtime rate 2020  | Overtime rate 2021  | Overtime rate 2022  | Overtime rate 2023  |
| Rate a)  | £21.60  | £21.98  | £22.86  | £23.75  |
| Rate b)  | £23.12  | £23.52  | £24.47  | £25.42  |
| Rate c)  | £25.09  | £25.53  | £26.56  | £27.59  |

These rates are relevant from 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.

**Special London Allowance for Residential Staff**

The rate from 1 April 2023 is **£1,321**, an increase of £50 from £1,271 at April 2022**.**

# 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 would be used. Note April 2023 allowances have been increased by 3.88% in line with the national pay agreement.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 01-Apr-20  | 01-Apr-21  | 01-Apr-22  | 01-Apr-23  |
| Inner London (APT & C)  | £3,713  | £3,778  | £3,931  | £4,083  |
| Outer London (APT & C)  | £1,978  | £2,013  | £2,094  | £2,175  |
| Greater London (Manual Workers)  | £2,714  | £2,761  | £2,873  | £2,985  |

# Yours sincerely Joint Secretaries





Helen Reynolds Keith Williams Steve Davies

UNISON GMB Regional Employers’ Secretary

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 Political Advisers’

The constituent trade unions

# Annex 1 – Outer London Pay Spines April 2023

NJC for LG Services - Final pay agreement £1925 on all pay points = to 9.42% on NJC SCP2 from 1 April 2023. And minimum of 3.88% on spinal points above NJC scp43. In London the break point for 3.88% is higher at scp49 for Outer London.

Equivalent rate for Outer London = Increase of £2,226 up to and including spine point 48 and 3.88% for spines points 49 to 65.

Note - London convention of rounding up to £3 multiple

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Outer London Spine pt  | Outer London Apr 2021 Rate  |                                       | Outer London Apr 2022 Rate  |                                       | Outer London Apr 2023 New Rate  |
| 1  | £21,228  | £23,457  | deleted  |
| 2  | £21,399  | £23,628  | £25,854  |
| 3  | £21,783  | £24,012  | £26,238  |
| 4  | £22,179  | £24,408  | £26,634  |
| 5  | £22,575  | £24,804  | £27,030  |
| 6  | £22,983  | £25,212  | £27,438  |
| 7  | £23,400  | £25,629  | £27,855  |
| 8  | £23,817  | £26,046  | £28,272  |
| 9  | £24,243  | £26,472  | £28,698  |
| 10  | £24,684  | £26,913  | £29,139  |
| 11  | £25,128  | £27,357  | £29,583  |
| 12  | £25,578  | £27,807  | £30,033  |
| 13  | £26,040  | £28,269  | £30,495  |
| 14  | £26,508  | £28,737  | £30,963  |
| 15  | £26,985  | £29,214  | £31,440  |
| 16  | £27,471  | £29,700  | £31,926  |
| 17  | £27,966  | £30,195  | £32,421  |
| 18  | £28,470  | £30,699  | £32,925  |
| 19  | £28,983  | £31,212  | £33,438  |
| 20  | £29,502  | £31,731  | £33,957  |
| 21  | £30,036  | £32,265  | £34,491  |
| 22  | £30,576  | £32,805  | £35,031  |
| 23  | £31,122  | £33,351  | £35,577  |
| 24  | £31,590  | £33,819  | £36,045  |
| 25  | £32,112  | £34,341  | £36,567  |
| 26  | £32,988  | £35,217  | £37,443  |
| 27  | £33,909  | £36,138  | £38,364  |
| 28  | £34,809  | £37,038  | £39,264  |
| 29  | £35,496  | £37,725  | £39,951  |
| 30  | £36,378  | £38,607  | £40,833  |
| 31  | £37,353  | £39,582  | £41,808  |
| 32  | £38,385  | £40,614  | £42,840  |
| 33  | £39,564  | £41,793  | £44,019  |
| 34  | £40,566  | £42,795  | £45,021  |
| 35  | £41,586  | £43,815  | £46,041  |
| 36  | £42,585  | £44,814  | £47,040  |
| 37  | £43,605  |                               | £45,834  |                               | £48,060  |
| 38  | £44,628  | £46,857  | £49,083  |
| 39  | £45,576  | £47,805  | £50,031  |
| 40  | £46,638  | £48,867  | £51,093  |
| 41  | £47,661  | £49,890  | £52,116  |
| 42  | £48,681  | £50,910  | £53,136  |
| 43  | £49,674  | £51,903  | £54,129  |
| 44  | £50,700  | £52,929  | £55,155  |
| 45  | £51,717  | £53,946  | £56,172  |
| 46  | £52,746  | £54,975  | £57,201  |
| 47  | £53,793  | £56,022  | £58,248  |
| 48  | £54,873  | £57,102  | £59,328  |
| 49  | £55,980  | £58,209  | £60,468  |
| 50  | £57,084  | £59,313  | £61,617  |
| 51  | £58,173  | £60,402  | £62,748  |
| 52  | £59,262  | £61,491  | £63,879  |
| 53  | £60,366  | £62,595  | £65,025  |
| 54  | £61,455  | £63,684  | £66,156  |
| 55  | £62,547  | £64,776  | £67,290  |
| 56  | £63,651  | £65,880  | £68,439  |
| 57  | £64,749  | £66,978  | £69,579  |
| 58  | £65,838  | £68,067  | £70,710  |
| 59  | £66,936  | £69,165  | £71,850  |
| 60  | £68,343  | £70,572  | £73,311  |
| 61  | £69,768  | £71,997  | £74,793  |
| 62  | £71,229  | £73,458  | £76,311  |
| 63  | £72,726  | £74,955  | £77,865  |
| 64  | £74,247  | £76,476  | £79,446  |
| 65  | £75,738  | £77,967  | £80,994  |

# Annex 2 – Inner London Pay Spines April 2023

NJC for LG Services - Final pay agreement £1925 on all pay points = to 9.42% on NJC SCP2 from 1 April 2023. And minimum of 3.88% on spinal points above NJC scp43. In London the break point for 3.88% is higher at scp51 for Inner London

Equivalent rate for Inner London = Increase of £2,352 up to and including spine point 50 and 3.88% for spines points 51 to 65.

Note - London convention of rounding up to £3 multiple

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Inner London Spine pt  | Inner London Apr 2021 Rate  |                                       | Inner London Apr 2022 Rate  |                                       | Inner London Apr 2023 New Rate  |
| 1  | £22,416  | £24,771  | deleted  |
| 2  | £22,599  | £24,954  | £27,306  |
| 3  | £23,004  | £25,359  | £27,711  |
| 4  | £23,421  | £25,776  | £28,128  |
| 5  | £23,838  | £26,193  | £28,545  |
| 6  | £24,270  | £26,625  | £28,977  |
| 7  | £24,705  | £27,060  | £29,412  |
| 8  | £25,152  | £27,507  | £29,859  |
| 9  | £25,602  | £27,957  | £30,309  |
| 10  | £26,064  | £28,419  | £30,771  |
| 11  | £26,535  | £28,890  | £31,242  |
| 12  | £27,009  | £29,364  | £31,716  |
| 13  | £27,498  | £29,853  | £32,205  |
| 14  | £27,993  | £30,348  | £32,700  |
| 15  | £28,497  | £30,852  | £33,204  |
| 16  | £29,010  | £31,365  | £33,717  |
| 17  | £29,532  | £31,887  | £34,239  |
| 18  | £30,063  | £32,418  | £34,770  |
| 19  | £30,606  | £32,961  | £35,313  |
| 20  | £31,155  | £33,510  | £35,862  |
| 21  | £31,716  | £34,071  | £36,423  |
| 22  | £32,289  | £34,644  | £36,996  |
| 23  | £32,868  | £35,223  | £37,575  |
| 24  | £33,459  | £35,814  | £38,166  |
| 25  | £34,062  | £36,417  | £38,769  |
| 26  | £34,671  | £37,026  | £39,378  |
| 27  | £35,298  | £37,653  | £40,005  |
| 28  | £35,682  | £38,037  | £40,389  |
| 29  | £36,579  | £38,934  | £41,286  |
| 30  | £37,260  | £39,615  | £41,967  |
| 31  | £38,148  | £40,503  | £42,855  |
| 32  | £39,117  | £41,472  | £43,824  |
| 33  | £40,155  | £42,510  | £44,862  |
| 34  | £41,346  | £43,701  | £46,053  |
| 35  | £42,336  | £44,691  | £47,043  |
| 36  | £43,356  | £45,711  | £48,063  |
| 37  | £44,364  | £46,719  | £49,071  |
| 38  | £45,381  |                             | £47,736  |                             | £50,088  |
| 39  | £46,392  | £48,747  | £51,099  |
| 40  | £47,352  | £49,707  | £52,059  |
| 41  | £48,402  | £50,757  | £53,109  |
| 42  | £49,428  | £51,783  | £54,135  |
| 43  | £50,451  | £52,806  | £55,158  |
| 44  | £51,444  | £53,799  | £56,151  |
| 45  | £52,470  | £54,825  | £57,177  |
| 46  | £53,490  | £55,845  | £58,197  |
| 47  | £54,513  | £56,868  | £59,220  |
| 48  | £55,554  | £57,909  | £60,261  |
| 49  | £56,640  | £58,995  | £61,347  |
| 50  | £57,750  | £60,105  | £62,457  |
| 51  | £58,851  | £61,206  | £63,582  |
| 52  | £59,943  | £62,298  | £64,716  |
| 53  | £61,038  | £63,393  | £65,853  |
| 54  | £62,127  | £64,482  | £66,984  |
| 55  | £63,234  | £65,589  | £68,136  |
| 56  | £64,314  | £66,669  | £69,258  |
| 57  | £65,415  | £67,770  | £70,401  |
| 58  | £66,528  | £68,883  | £71,556  |
| 59  | £67,599  | £69,954  | £72,669  |
| 60  | £68,703  | £71,058  | £73,818  |
| 61  | £70,104  | £72,459  | £75,273  |
| 62  | £71,544  | £73,899  | £76,767  |
| 63  | £72,990  | £75,345  | £78,270  |
| 64  | £74,502  | £76,857  | £79,842  |
| 65  | £76,014  | £78,369  | £81,411  |

Annex 3

GLPC planned Overtime rates against spinal points applicable from 1 April 2023

Outer London Rates

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| SCP  | 2022 Outer London Salary  |   |      | 1 Apr 2022 GLPC Planned O/Time rates  | 2023 - Outer London Salary  | New 1 Apr 23 Planned O/time rate  |
| 23  | £33,351  | SO1  |  £22.86      | £35,577  |   |
| 24  | £33,819  |   | £36,045  | £23.75  |
| 25  | £34,341  |   | £36,567  |   |
| 26  | £35,217  | SO2  | £37,443  |   |
| 27  | £36,138  |   | PO1  | £38,364  |   |
| 28  | £37,038  |   |   | £39,264  |   |
| 29  | £37,725  | PO2  |   |  £24.47       | £39,951  |   |
| 30  | £38,607  |   |   | £40,833  | £25.42  |
| 31  | £39,582  |   |   | £41,808  |   |
| 32  | £40,614  |   | PO3  | £42,840  |   |
| 33  | £41,793  |   |   | £44,019  |   |
| 34  | £42,795  |   |   | £45,021  |   |
| 35  | £43,815  | PO4  |   | £46,041  |   |
| 36  | £44,814  |   |    |  £26.56        | £47,040  |   |
| 37  | £45,834  |   | £48,060  | £27.59  |
| 38  | £46,857  |   | PO5  | £49,083  |   |
| 39  | £47,805  |   |   | £50,031  |   |
| 40  | £48,867  | PO6  |   | £51,093  |   |
| 41  | £49,890  |   |   | £52,116  |   |
| 42  | £50,910  |   |    | £53,136  |   |
| 43  | £51,903  |   | £54,129  |   |
| 44  | £52,929  |   |  | £55,155  |  |

Inner London Rates

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| SCP  | 2022 Inner London Salary  |   |        | 1 Apr 2022 GLPC Planned O/Time rates  | 2023 Offer - Inner London Salary  | New 1 Apr 23 Planned O/time rate  |
| 23  | £35,223  | SO1  |  £22.86      | £37,575  |   |
| 24  | £35,814  |   | £38,166  | £23.75  |
| 25  | £36,417  |   | £38,769  |   |
| 26  | £37,026  |   | £39,378  |   |
| 27  | £37,653  | SO2  | £40,005  |   |
| 28  | £38,037  |   | PO1  | £40,389  |   |
| 29  | £38,934  |   |   |  £24.47       | £41,286  |   |
| 30  | £39,615  | PO2  |   | £41,967  | £25.42  |
| 31  | £40,503  |   |   | £42,855  |   |
| 32  | £41,472  |   |   | £43,824  |   |
| 33  | £42,510  |   | PO3  | £44,862  |   |
| 34  | £43,701  |   |   | £46,053  |   |
| 35  | £44,691  |   |   | £47,043  |   |
| 36  | £45,711  | PO4  |   |  £26.56        | £48,063  |   |
| 37  | £46,719  |   |    | £49,071  | £27.59  |
| 38  | £47,736  |   | £50,088  |   |
| 39  | £48,747  |   | PO5  | £51,099  |   |
| 40  | £49,707  |   |   | £52,059  |   |
| 41  | £50,757  | PO6  |   | £53,109  |   |
| 42  | £51,783  |   |   | £54,135  |   |
| 43  | £52,806  |   |    | £55,158  |   |
| 44  | £53,799  |   |   | £56,151  |   |
|   |   |   |   |