

**E02-16**

**May 2016**

## **2016 - 2018 NATIONAL SALARY AWARD**

The National Joint Council for Local Government Services (NJC) has reached agreement on the following:

- New pay scales for 2016-2017 to be implemented immediately and backdated to 1 April 2016
- New pay scales for 2017-2018 to be implemented from 1 April 2017

Annex 1 lists the new pay scales for clerks and other employees employed under the terms of the model contract including SCPs 50 and above which have been agreed between NALC and SLCC (based on the changes agreed by NJC). These apply from **1 April 2016**.

Annex 2 lists the new pay scales for clerks and other employees employed under the terms of the model contract including SCPs 50 and above which have been agreed between NALC and SLCC (based on the changes agreed by NJC). These apply from **1 April 2017**.

The recommendations in Annex 1 & 2 are made jointly by NALC and SLCC.

## ANNEX 1

NJC has reached agreement on the pay scales for 2016-17. Consequently NALC and SLCC jointly recommend the below salary scales of all full and part-time clerks, employed under the terms of the model contract (including SCPs 50 and above) to be applied from 1 April 2016.

### Pay scales from 1 April 2016

<b>Scale</b>	<b>Points below Substantive range</b>	<b>Substantive Benchmark range</b>	<b>Points above Substantive range</b>
<b>LC1</b>			
	<b>(15-17)</b>	<b>(18-22)</b>	<b>(23-25)</b>
15	£16,772	18 £17,891	23 £21,057
16	£17,169	19 £18,560	24 £21,745
17	£17,547	20 £19,238	25 £22,434
		21 £19,939	
		22 £20,456	
<b>LC2</b>			
	<b>(26-29)</b>	<b>(30-34)</b>	<b>(35-38)</b>
26	£23,166	30 £26,556	35 £30,480
27	£23,935	31 £27,394	36 £31,288
28	£24,717	32 £28,203	37 £32,164
29	£25,694	33 £29,033	38 £33,106
		34 £29,854	
<b>LC3</b>			
	<b>(39-42)</b>	<b>(43-47)</b>	<b>(48-51)</b>
39	£34,196	43 £37,858	48 £42,474
40	£35,093	44 £38,789	49 £43,387
41	£36,019	45 £39,660	50 £44,473
42	£36,937	46 £40,619	51 £45,580
		47 £41,551	
<b>LC4</b>			
	<b>(52-55)</b>	<b>(56-60)</b>	<b>(61-68)</b>
52	£46,727	56 £51,573	61 £59,923
53	£47,885	57 £52,858	62 £61,678
54	£48,943	58 £54,623	63 £63,455
55	£50,313	59 £56,379	64 £65,198
		60 £58,145	65 £66,850
			66 £68,538
			67 £70,265
			68 £72,042

## ANNEX 1 - PART-TIME CLERKS - HOURLY RATES April 2016

Salary scales and hourly pay rates for **ALL** part-time clerks are calculated by **pro-rata** reference to the standard NJC working week for all local government staff of 37 hours. To calculate the hourly pay rate for part-time clerks paid between LC1 and LC4, divide the full-time annual salary by 52 weeks and then by 37 hours rounded to the 3rd decimal place.

**For part-time clerks in LC1 and part LC2, for example, the hourly rates, payable from 1 April 2016 are:**

### Scale LC1 and part LC2 (SCP - Spinal Column Point)

SCP 15	£8.717
SCP 16	£8.924
SCP 17	£9.120
SCP 18	£9.299
SCP 19	£9.647
SCP 20	£9.999
SCP 21	£10.363
SCP 22	£10.632
SCP 23	£10.944
SCP 24	£11.302
SCP 25	£11.660
SCP 26	£12.041
SCP 27	£12.440

### SALARY RATES (BELOW LC Scale) (only applicable to staff other than the Clerk)

SCP	£	Hourly £p	SCP	£	Hourly £p
6	£14,514	£7.544	11	£15,507	£8.060
7	£14,615	£7.596	12	£15,823	£8.224
8	£14,771	£7.677	13	£16,191	£8.415
9	£14,975	£7.783	14	£16,481	£8.566
10	£15,238	£7.920			

## ANNEX 2

NJC has reached agreement on the pay scales for 2017-18. Consequently NALC and SLCC jointly recommend the below salary scales of all full and part-time clerks, employed under the terms of the model contract (including SCPs 50 and above) to be applied from 1 April 2017.

### Pay scales from 1 April 2017

Scale	Points below Substantive range	Substantive Benchmark range	Points above Substantive range
<b>LC1</b>			
	<b>(15-17)</b>	<b>(18-22)</b>	<b>(23-25)</b>
15	£17,072	18 £18,070	23 £21,268
16	£17,419	19 £18,746	24 £21,962
17	£17,772	20 £19,430	25 £22,658
		21 £20,138	
		22 £20,661	
<b>LC2</b>			
	<b>(26-29)</b>	<b>(30-34)</b>	<b>(35-38)</b>
26	£23,398	30 £26,822	35 £30,785
27	£24,174	31 £27,668	36 £31,601
28	£24,964	32 £28,485	37 £32,486
29	£25,951	33 £29,323	38 £33,437
		34 £30,153	
<b>LC3</b>			
	<b>(39-42)</b>	<b>(43-47)</b>	<b>(48-51)</b>
39	£34,538	43 £38,237	48 £42,899
40	£35,444	44 £39,177	49 £43,821
41	£36,379	45 £40,057	50 £44,918
42	£37,306	46 £41,025	51 £46,036
		47 £41,967	
<b>LC4</b>			
	<b>(52-55)</b>	<b>(56-60)</b>	<b>(61-68)</b>
52	£47,194	56 £52,089	61 £60,522
53	£48,364	57 £53,387	62 £62,295
54	£49,432	58 £55,169	63 £64,090
55	£50,816	59 £56,943	64 £65,850
		60 £58,726	65 £67,519
			66 £69,223
			67 £70,968
			68 £72,762

## ANNEX 2 - PART-TIME CLERKS - HOURLY RATES April 2017

Salary scales and hourly pay rates for **ALL** part-time clerks are calculated by **pro-rata** reference to the standard NJC working week for all local government staff of 37 hours. To calculate the hourly pay rate for part-time clerks paid between LC1 and LC4, divide the full-time annual salary by 52 weeks and then by 37 hours rounded to the 3rd decimal place.

For part-time clerks in LC1 and part LC2, for example, the hourly rates, payable from 1 April 2017 are:

### Scale LC1 and part LC2 (SCP - Spinal Column Point)

SCP 15	£8.873
SCP 16	£9.054
SCP 17	£9.237
SCP 18	£9.392
SCP 19	£9.743
SCP 20	£10.099
SCP 21	£10.467
SCP 22	£10.739
SCP 23	£11.054
SCP 24	£11.415
SCP 25	£11.777
SCP 26	£12.161
SCP 27	£12.564

### SALARY RATES (BELOW LC Scale) (only applicable to staff other than the Clerk)

SCP	£	Hourly £p	SCP	£	Hourly £p
6	£15,014	£7.804	11	£15,807	£8.216
7	£15,115	£7.856	12	£16,123	£8.380
8	£15,246	£7.924	13	£16,491	£8.571
9	£15,375	£7.991	14	£16,781	£8.722
10	£15,613	£8.115			