

2021 NJC (Local Government, Councils, & Schools) pay offer: FAQs

03 Mar 2021

**HAVE
YOUR
SAY
ON YOUR
PAY**

GMB is asking our members in local government and in schools across England, Wales and Northern Ireland to take part in a pay ballot in their region!

View our frequently asked questions below.



Who does this apply to?

All staff on NJC Green Book conditions working in councils, schools, academies and various other bodies. Over 1 million workers are covered by NJC Green Book conditions.

Staff in England, Wales & Northern Ireland.

Pay offer is a one year pay deal from 1st April 2021 to 31st March 2022.

Who doesn't this apply to?

Staff on Craft Red Book terms, staff on Chief Officer Terms, or staffs coming under any pay arrangements other than the NJC Green Book. For example, staff working in academies which do not follow green book terms and conditions (unless they have transferred from a local authority and retained their terms and conditions under a TUPE transfer).

For Craft and Chief Officers there are on-going discussions details can be found on the **online noticeboards**.

I work in an academy; how can I know if the proposals apply to me?

For the vast majority of academy staff, the pay offer will apply because your pay is still determined by NJC. However, for a small number pay may not be determined in this way. For example, in a multi academy trust that has moved away from NJC and negotiates pay separately, where staff have a new academy contract. If you are unsure, contact your local GMB, branch details can be found **here**.

What are Spinal Column Points and how do they relate to me?

Spinal Column Points (SCPs) are a set of salary levels. Together they make up the national pay spine, which is what the NJC negotiates on. Due to the introduction of the national pay spine in 2019, SCP start at SCP 1 and the highest is SCP 41. The NJC rates for SCP 1 at 2020 are at £9.25 an hour, giving a full-time annual salary of £17,842

These salary levels are used by employers to design their local pay grades or pay scales and there are many variations, depending on which local authority you are contracted to work in.

What are the proposals worth to members?

The total increase to each spine points 2 and above is 1.75%. Spine Point 1 increase is



2.75%.

Cash change in annual earnings (FTE)

SCP	2020/21	2021/22	Increase %	Increase £
1	£17,842	£18,333	2.75	£491
2	£18,198	£18,516	1.75	£318
3	£18,562	£18,887	1.75	£325
4	£18,933	£19,264	1.75	£331
5	£19,312	£19,650	1.75	£338
6	£19,698	£20,043	1.75	£345
7	£20,092	£20,444	1.75	£352
8	£20,493	£20,852	1.75	£359
9	£20,903	£21,269	1.75	£366
10	£21,322	£21,695	1.75	£373
11	£21,748	£22,129	1.75	£381
12	£22,183	£22,571	1.75	£388
13	£22,627	£23,023	1.75	£396
14	£23,080	£23,484	1.75	£404
15	£23,541	£23,953	1.75	£412
16	£24,012	£24,432	1.75	£420
17	£24,491	£24,920	1.75	£429

18	£24,982	£25,419	1.75	£437
19	£25,481	£25,927	1.75	£446
20	£25,991	£26,446	1.75	£455
21	£26,511	£26,975	1.75	£464
22	£27,041	£27,514	1.75	£473
23	£27,741	£28,226	1.75	£485
24	£28,672	£29,174	1.75	£502
25	£29,577	£30,095	1.75	£518
26	£30,451	£30,984	1.75	£533
27	£31,346	£31,895	1.75	£549
28	£32,234	£32,798	1.75	£564
29	£32,910	£33,486	1.75	£576
30	£33,782	£34,373	1.75	£591
31	£34,728	£35,336	1.75	£608
32	£35,745	£36,371	1.75	£626
33	£36,922	£37,568	1.75	£646
34	£37,890	£38,553	1.75	£663
35	£38,890	£39,571	1.75	£681
36	£39,880	£40,578	1.75	£698

37	£40,876	£41,591	1.75	£715
38	£41,881	£42,614	1.75	£733
39	£42,821	£43,570	1.75	£749
40	£43,857	£44,624	1.75	£767
41	£44,863	£45,648	1.75	£785
42	£45,859	£46,662	1.75	£803
43	£46,845	£47,665	1.75	£820

Cash change in hourly earnings

SCP	2020/21	2021/22	Increase %	Increase £
1	£9.25	£9.50	2.75	£0.25
2	£9.43	£9.60	1.75	£0.17
3	£9.62	£9.79	1.75	£0.17
4	£9.81	£9.99	1.75	£0.17
5	£10.01	£10.19	1.75	£0.18
6	£10.21	£10.39	1.75	£0.18
7	£10.41	£10.60	1.75	£0.18
8	£10.62	£10.81	1.75	£0.19
9	£10.83	£11.02	1.75	£0.19
10	£11.05	£11.25	1.75	£0.19

11	£11.27	£11.47	1.75	£0.20
12	£11.50	£11.70	1.75	£0.20
13	£11.73	£11.93	1.75	£0.21
14	£11.96	£12.17	1.75	£0.21
15	£12.20	£12.42	1.75	£0.21
16	£12.45	£12.66	1.75	£0.22
17	£12.69	£12.92	1.75	£0.22
18	£12.95	£13.18	1.75	£0.23
19	£13.21	£13.44	1.75	£0.23
20	£13.47	£13.71	1.75	£0.24
21	£13.74	£13.98	1.75	£0.24
22	£14.02	£14.26	1.75	£0.25
23	£14.38	£14.63	1.75	£0.25
24	£14.86	£15.12	1.75	£0.26
25	£15.33	£15.60	1.75	£0.27
26	£15.78	£16.06	1.75	£0.28
27	£16.25	£16.53	1.75	£0.28
28	£16.71	£17.00	1.75	£0.29
29	£17.06	£17.36	1.75	£0.30

30	£17.51	£17.82	1.75	£0.31
31	£18.00	£18.32	1.75	£0.32
32	£18.53	£18.85	1.75	£0.32
33	£19.14	£19.47	1.75	£0.33
34	£19.64	£19.98	1.75	£0.34
35	£20.16	£20.51	1.75	£0.35
36	£20.67	£21.03	1.75	£0.36
37	£21.19	£21.56	1.75	£0.37
38	£21.71	£22.09	1.75	£0.38
39	£22.20	£22.58	1.75	£0.39
40	£22.73	£23.13	1.75	£0.40
41	£23.25	£23.66	1.75	£0.41
42	£23.77	£24.19	1.75	£0.42
43	£24.28	£24.71	1.75	£0.42

What about part-time workers?

The percentage increase would be applied in full to your actual salary.

I have more than one job, what about me?

The percentage increase is applied in full to your salary for each job, providing they are all for the same employer.



My employer pays me a Living Wage supplement, what happens to me?

The percentage increase will apply to your basic pay. It is up to your employer, but they may adjust the offer. Please seek support from your union rep if this is the case.

What about pensions?

Percentage increases are pensionable (and subject to National Insurance and tax)

What about leavers and new starters?

Anyone who leaves before April 2021, i.e. before any of these proposals would become effective, would not get anything.

A new starter would get whatever is applicable from the day they join plus will benefit from the one day's additional leave on the minimum.

I'm on official leave, what happens to me?

Whether on maternity leave, adoption leave, parental leave or sick leave, the percentage increases will apply to basic pay. However, they are not paid to anyone on a career break.

What's the schedule for the consultation?

In GMB all members have a say on their pay. GMB regions will ensure all members in scope have their say on pay. The pay ballot will open **Wednesday 1st September 2021** and the ballot will close **Monday 4th October midday**.

The other recognised trade unions are also carrying out consultations according to their normal practices and all aim to finish around the same time (approx). Only members of the recognised trade unions get a vote.

If accepted by the majority of the union membership then the offer will apply from 1st April, 2021. If rejected by the majority of the members an industrial action campaign will start.

Regular bulletins are being issued by the GMB and can be found [here](#).

What is GMB's position on the offer?



GMBs National Local Government and Schools Committee's consists of elected representatives from all GMB Regions. They have considered the pay offer in detail and are recommending you reject this pay offer as it falls short of the pay claim and is below inflation.

GMB is recommending REJECTION

What is a consultative ballot?

A consultative ballot offers all members a vote to have their say on pay. Members can vote to accept or reject the offer.

How do I vote?

Each GMB region is organising all members meetings to set out details of the pay offer and to ensure you can have a vote on your pay.

What happens when the vote closes?

Once the ballot closes on **4th October midday** GMB Organisers and reps will meet to consider the results and determine the next steps in this campaign. An all-members comms will be issued on the same day.

What will happen if GMB members reject the pay offer?

If the ballot result is rejected by the majority of GMB members we will look to move to a consultative or formal ballot for industrial action.

I'm not a member can I vote?

JOIN TODAY! and you can have your say on pay and contact your local GMB office/branch asking on how to take part in the ballot and a vote on the offer will be issued to you. Once a member, we will ensure the appropriate pay uplift is applied. The GMB has an army of GMB reps across your workplaces to ensure the offer if accepted is applied properly

