

18 APRIL 2018

## **EMPLOYMENT BRIEFING E01-18 | 2018-2019 NATIONAL SALARY AWARD**

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

- New pay scales for 2018-2019 to be implemented from 1 April 2018.
- New pay scales for 2019-2020 to be implemented from 1 April 2019  
(Further information on these will be issued by NALC later this year).

The attached Annex lists the new pay scales for clerks and other employees employed under the terms of the model contract including SCPs 50 and above. These calculations have been checked by SLCC and ALCC and are based on the changes agreed by the NJC. These should be applied from 1 April 2018

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## ANNEX

NJC has reached agreement on the pay scales for 2018-19. Consequently, NALC recommends that the below salary scales for full and part-time clerks, employed under the terms of the model contract (including SCPs 50 and above) are applied from 1 April 2018.

### Pay scales from 1 April 2018

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	£17,972	18	£18,870	23	£21,693
16	£18,319	19	£19,446	24	£22,401
17	£18,672	20	£19,819	25	£23,111
		21	£20,541		
		22	£21,074		
<b>LC2</b>					
	<b>(26-29)</b>		<b>(30-34)</b>		<b>(35-38)</b>
26	£23,866	30	£27,358	35	£31,401
27	£24,657	31	£28,221	36	£32,233
28	£25,463	32	£29,055	37	£33,136
29	£26,470	33	£29,909	38	£34,106
		34	£30,756		
<b>LC3</b>					
	<b>(39-42)</b>		<b>(43-47)</b>		<b>(48-51)</b>
39	£35,229	43	£39,002	48	£43,757
40	£36,153	44	£39,961	49	£44,697
41	£37,107	45	£40,858	50	£45,816
42	£38,052	46	£41,846	51	£46,957
		47	£42,806		
<b>LC4</b>					
	<b>(52-55)</b>		<b>(56-60)</b>		<b>(61-68)</b>
52	£48,138	56	£53,131	61	£61,732
53	£49,331	57	£54,455	62	£63,541
54	£50,421	58	£56,272	63	£65,372

55	£51,832	59	£58,082	64	£67,167
		60	£59,901	65	£68,869
				66	£70,607
				67	£72,387
				68	£74,217

### **PART-TIME CLERKS - HOURLY RATES April 2018**

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 2018 are:**

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

SCP	15	£9.341
SCP	16	£9.521
SCP	17	£9.705
SCP	18	£9.808
SCP	19	£10.107
SCP	20	£10.301
SCP	21	£10.676
SCP	22	£10.953
SCP	23	£11.275
SCP	24	£11.643
SCP	25	£12.012
SCP	26	£12.404
SCP	27	£12.815

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

<b>SCP</b>	<b>Annual £</b>	<b>Hourly £p</b>	<b>SCP</b>	<b>Annual £</b>	<b>Hourly £p</b>
6	£16,394	£8.521	11	£17,007	£8.839
7	£16,495	£8.573	12	£17,173	£8.926
8	£16,626	£8.641	13	£17,391	£9.039
9	£16,755	£8.708	14	£17,681	£9.190
10	£16,863	£8.765			