

# NJC PAY 16

## bulletin

Campaigning for a fair deal for local government workers

29 May 2015

Issue Number 02

### **Has your employer responded to the LGA earnings survey?**

The Local Government Association's earnings survey of English and Welsh councils provides the paybill data which informs NJC pay negotiations. The LGA has surveyed councils for the 2016/17 pay round but to date the response rate has been low. We want to ensure the pay data used for our negotiations is robust. Please can branches check if their employer has submitted a return to the LGA and urge them to do so if they have not. The LGA has sent out a reminder and extended the deadline.

### **Depreciation in NJC pay – how members are losing out!**

Motion 18 passed at the Local Government Special Conference instructed the Service Group Executive and National Joint Council Committee to:

1. Produce a simple table that shows for each point on the NJC pay spine:
  - a) The value as it was with effect from 1 April 2004.
  - b) The value as it was with effect from 1 April 2013.
  - c) The value as it was with effect from January 2015 running through to 31 March 2016 under the current settlement.
  - d) The value it would have been in January 2015 had increases to NJC pay point values kept pace with inflation since 2004.
2. To distribute this table to all local government branches not later than end of May 2015.

The table below fulfils the requirements of the motion. It also shows for each NJC pay point:

- the total extra pay members would have received if NJC pay had risen in line with inflation, and what this means in percentage terms
- the net depreciation in NJC pay since 2004 as a result of pay freezes and below inflation pay increases and what this means in percentage terms

Please circulate the information in the table widely. Our members need to see just how much they have been losing out. This information will be a key part of the campaign materials we produce, as the NJC pay campaign for 2016/17 develops.

NJC SCP	NJC pay scales with effect from 1 April 2004	NJC pay scales with effect from 1 April 2013	NJC pay scales with effect from 1 January 2015*	NJC with effect from 1 October 2015**	Value of NJC Pay Scales if pay had kept pace with inflation since 2004	Total extra pay if pay had risen in line with inflation	Percentage increase if pay had risen in line with inflation since 2004	Net depreciation in pay since 2004	Net Percentage Depreciation in pay since 2004
4	£10,560	£12,266	-	-	-	-			
5	£10,809	£12,435	£13,500	-	-	-			
6	£10,962	£12,614	£13,614	£13,614	£14,883	£3,921	35.8%	£1,269	11.6%
7	£11,316	£12,915	£13,715	£13,715	£15,363	£4,047	35.8%	£1,648	14.6%
8	£11,673	£13,321	£13,871	£13,871	£15,848	£4,175	35.8%	£1,977	16.9%
9	£12,027	£13,725	£14,075	£14,075	£16,329	£4,302	35.8%	£2,254	18.7%
10	£12,279	£14,013	£14,338	£14,338	£16,671	£4,392	35.8%	£2,333	19.0%
11	£13,071	£14,880	£15,207	£15,207	£17,746	£4,675	35.8%	£2,539	19.4%
12	£13,344	£15,189	£15,523	£15,523	£18,117	£4,773	35.8%	£2,594	19.4%
13	£13,701	£15,598	£15,941	£15,941	£18,601	£4,900	35.8%	£2,660	19.4%
14	£13,953	£15,882	£16,231	£16,231	£18,943	£4,990	35.8%	£2,712	19.4%
15	£14,244	£16,215	£16,572	£16,572	£19,339	£5,095	35.8%	£2,767	19.4%
16	£14,586	£16,604	£16,969	£16,969	£19,803	£5,217	35.8%	£2,834	19.4%
17	£14,931	£16,998	£17,372	£17,372	£20,271	£5,340	35.8%	£2,899	19.4%
18	£15,225	£17,333	£17,714	£17,714	£20,670	£5,445	35.8%	£2,956	19.4%
19	£15,795	£17,980	£18,376	£18,376	£21,444	£5,649	35.8%	£3,068	19.4%
20	£16,371	£18,638	£19,048	£19,048	£22,226	£5,855	35.8%	£3,178	19.4%
21	£16,968	£19,317	£19,742	£19,742	£23,037	£6,069	35.8%	£3,295	19.4%
22	£17,409	£19,817	£20,253	£20,253	£23,636	£6,227	35.8%	£3,383	19.4%
23	£17,922	£20,400	£20,849	£20,849	£24,332	£6,410	35.8%	£3,483	19.4%
24	£18,507	£21,067	£21,530	£21,530	£25,126	£6,619	35.8%	£3,596	19.4%
25	£19,092	£21,734	£22,212	£22,212	£25,920	£6,828	35.8%	£3,708	19.4%
26	£19,713	£22,443	£22,937	£22,937	£26,764	£7,051	35.8%	£3,827	19.4%
27	£20,370	£23,188	£23,698	£23,698	£27,656	£7,286	35.8%	£3,958	19.4%

NJC SCP	NJC pay scales with effect from 1 April 2004	NJC pay scales with effect from 1 April 2013	NJC pay scales with effect from 1 January 2015*	NJC with effect from 1 October 2015**	Value of NJC Pay Scales if pay had kept pace with inflation since 2004	Total extra pay if pay had risen in line with inflation	Percentage increase if pay had risen in line with inflation since 2004	Net depreciation in pay since 2004	Net Percentage Depreciation in pay since 2004
28	£21,033	£23,945	£24,472	£24,472	£28,556	£7,523	35.8%	£4,084	19.4%
29	£21,867	£24,892	£25,440	£25,440	£29,688	£7,821	35.8%	£4,248	19.4%
30	£22,599	£25,727	£26,293	£26,293	£30,682	£8,083	35.8%	£4,389	19.4%
31	£23,313	£26,539	£27,123	£27,123	£31,651	£8,338	35.8%	£4,528	19.4%
32	£24,000	£27,323	£27,924	£27,924	£32,584	£8,584	35.8%	£4,660	19.4%
33	£24,708	£28,127	£28,746	£28,746	£33,545	£8,837	35.8%	£4,799	19.4%
34	£25,407	£28,922	£29,558	£29,558	£34,494	£9,087	35.8%	£4,936	19.4%
35	£25,938	£29,528	£30,178	£30,178	£35,215	£9,277	35.8%	£5,037	19.4%
36	£26,625	£30,311	£30,978	£30,978	£36,148	£9,523	35.8%	£5,170	19.4%
37	£27,372	£31,160	£31,846	£31,846	£37,162	£9,790	35.8%	£5,316	19.4%
38	£28,173	£32,072	£32,778	£32,778	£38,249	£10,076	35.8%	£5,471	19.4%
39	£29,100	£33,128	£33,857	£33,857	£39,508	£10,408	35.8%	£5,651	19.4%
40	£29,865	£33,998	£34,746	£34,746	£40,547	£10,682	35.8%	£5,801	19.4%
41	£30,654	£34,894	£35,662	£35,662	£41,618	£10,964	35.8%	£5,956	19.4%
42	£31,434	£35,784	£36,571	£36,571	£42,677	£11,243	35.8%	£6,106	19.4%
43	£32,217	£36,676	£37,483	£37,483	£43,740	£11,523	35.8%	£6,257	19.4%
44	£33,009	£37,578	£38,405	£38,405	£44,815	£11,806	35.8%	£6,410	19.4%
45	£33,750	£38,422	£39,267	£39,267	£45,821	£12,071	35.8%	£6,554	19.4%
46	£34,566	£39,351	£40,217	£40,217	£46,929	£12,363	35.8%	£6,712	19.4%
47	£35,358	£40,254	£41,140	£41,140	£48,004	£12,646	35.8%	£6,864	19.4%
48	£36,147	£41,148	£42,053	£42,053	£49,075	£12,928	35.8%	£7,022	19.4%
49	£36,921	£42,032	£42,957	£42,957	£50,126	£13,205	35.8%	£7,169	19.4%