



Youth and Community Workers

JNC PAY CONSULTATION 2021

Youth and Community Workers JNC Pay 2021

This circular launches the consultation process for the Youth and Community Workers JNC (Pink Book) pay offer.

The Employers have offered an increase of 1.75% on all pay points from 1 September 2021.

The deadline for consultation responses is Friday 29th October.

[CLICK HERE TO COMPLETE THE ONLINE BALLOT](#)

On 27 August 2021, the Employers' Side of the Youth and Community Workers JNC wrote to the Staff Side (i.e. the trade unions) with a final pay offer. The headline offer is 1.75% on all pay points from 1 September 2021.

The Employers' Side rejected our proposed definition of evening sessions, but confirmed that they want to develop some initial thoughts on guidance and are committed to working jointly with the trade unions to address any concerns on this issue. They also stated their intention to make progress on a joint workforce survey on race and gender pay gaps and committed to further discussion on this work with the Staff Side on a without prejudice basis.

UNISON's Youth and Community Workers Committee is therefore consulting members on the final pay offer.

This consultation pack contains all the information you should need for the consultation.

The pay offer

The Employers' final pay offer is:

- A 1.75% increase on all pay points and allowances as of 1 September 2021. Any agreed award will be backdated to this date.

The Employers' Side also:

- Proposed that the current guidance on work life balance be updated and include good practice provisions on time off in lieu (TOIL).

- Rejected our demands on consecutive non-working days and a 35-hour working week due to a need for local employer flexibility and on the grounds of affordability respectively.
- Rejected the proposed definition of an evening session, but confirmed that they want to develop some initial thoughts on guidance and are committed to working jointly with the trade unions to address any concerns on this issue.
- Stated their intention to make progress on a joint workforce survey on race and gender pay gaps and committed to further discussion on this work with the Staff Side on a without prejudice basis.

What was in the trade union' original pay claim?

- i) A 10% increase across all grades.
- ii) Address work-life balance and time off in lieu – by making the current guidance on work-life balance mandatory and ensure compensatory leave (TOIL) is always granted for extra hours worked.
- iii) Each working week should contain two consecutive days that are designated as non-working days. Any TOIL for residential work will be completely separate from these designated non-working days.
- iv) Formally define an evening session as any session that finishes after 6pm.
- v) Move to a 35-hour working week without loss of pay - with sufficient time for planning and admin.
- vi) Joint work on race and gender pay gaps in youth work.

UNISON's Youth and Community Workers Committee's view

Pay negotiations have gone as far as they can, and so the Youth and Community Workers' Committee is asking members to vote to accept or reject the pay offer.

The Committee believes strongly that this pay offer falls far short of what members need and deserve. Youth and Community workers have had years of real terms pay cuts and have shown how vital they are during the Covid-19 pandemic.

The Committee is clear that discussions with the employers can go no further, so this offer is the best achievable by negotiation. The Committee recommends that members vote to reject the offer. If members decide to reject the offer, the next step would be to initiate a ballot of members for industrial action to attempt to force the Employers to make an improved offer.

The UNISON Youth and Community Workers Committee will meet once the consultation has closed, to consider the results of the consultation and agree the next steps.

THE CONSULTATION PROCESS

It is vital that as many members as possible take part in the consultation. The consultation ends on Friday 29th October 2021.

[CLICK HERE TO COMPLETE THE ONLINE BALLOT](#)