



# **NJC PAY AWARD 2021 - 2022**

**FOR EDUCATION AND LOCAL  
GOVERNMENT WORKERS**

**UNISON** are the largest trade union representing school based staff negotiating on behalf of your pay.



This leaflet details the NJC rates of pay applicable from **1 April 2021**.

## SCP by Job Title

<b>Job Title</b>	<b>New SCP</b>
Catering Assistant	1 - 2
Cooks	3 - 4
Catering Supervisor	5 - 6
Senior Catering Supervisor	7 - 11
Lunchtime/ Supervisory Assistant	1 - 2
Senior Supervisory Assistant	3 - 4
General Assistant 1	2 - 3
General Assistant 2	3 - 4
Classroom Assistant	1 - 4
SEN Classroom Assistant	5 - 6
Additional SEN Classroom Assistant	7 - 17
Behaviour Support Assistant	7-17
Cleaners	2 - 3
Cleaner Supervisor	4
Building Supervisor	5 - 6
Building Supervisor with Supervision	12 - 17
School Crossing Patrol	1 - 2
Bus Escorts	2 - 3
Bus Drivers	5 - 6
Clerical Officer	1 - 4
Senior Clerical Officer	5 - 6
Executive Officer	7 - 17
Senior Executive Officer	19-25
Technician 1	1-4
Technician 2	5-6
Technician 3	7-17

**\* Information on higher SCP scales is available from UNISON on request.**

# NJC Pay Award 2021

New SCP	Salary w.e.f.	Hourly Rate	Salary w.e.f.	Hourly Rate
	01/04/2020		01/04/2021	
	£	£	£	£
1	£17,842	9.5049	£18,333	9.7664
2	£18,198	9.6945	£18,516	9.8639
3	£18,562	9.8884	£18,887	10.0616
4	£18,933	10.0861	£19,264	10.2624
5	£19,312	10.2880	£19,650	10.4680
6	£19,698	10.4936	£20,043	10.6774
7	£20,092	10.7035	£20,444	10.8910
8	£20,493	10.9171	£20,852	11.1084
9	£20,903	11.1355	£21,269	11.3305
10	£21,322	11.3588	£21,695	11.5575
11	£21,748	11.5857	£22,129	11.7887
12	£22,183	11.8174	£22,571	12.0241
13	£22,627	12.0540	£23,023	12.2649
14	£23,080	12.2953	£23,484	12.5105
15	£23,541	12.5409	£23,953	12.7604
16	£24,012	12.7918	£24,432	13.0155
17	£24,491	13.0470	£24,920	13.2755
18	£24,982	13.3084	£25,419	13.5413
19	£25,481	13.5743	£25,927	13.8119
20	£25,991	13.8460	£26,446	14.0884
21	£26,511	14.1230	£26,975	14.3702
22	£27,041	14.4054	£27,514	14.6573
23	£27,741	14.7783	£28,266	15.0579
24	£28,672	15.2742	£29,174	15.5416
25	£29,577	15.7563	£30,095	16.0323
26	£30,451	16.2219	£30,984	16.5059
27	£31,346	16.6987	£31,895	16.9912
28	£32,234	17.1718	£32,798	17.4722
29	£32,910	17.5319	£33,486	17.8388
30	£33,782	17.9964	£34,373	18.3113

# Pay Award and Way Forward

## ALLOWANCES FOR LABORATORY TECHNICIANS, SOCIAL WORKERS, NURSERY STAFFS AND STAFF IN RESIDENTIAL ESTABLISHMENTS

	01/04/20	01/04/21
	£	£
<b><u>LABORATORY TECHNICIANS</u></b>		
Qualified Allowances	215	219
	156	159
<b><u>SOCIAL WORKERS</u></b>		
Standby Duty Allowance	29.83	30.35
<b><u>NURSERY STAFF</u></b>		
Special Education Needs Allowances		
Recognised/qualified	1,324	1,347
Unqualified	971	988
<b><u>DAY NURSERY STAFF</u></b>		
Nursery Students	256	260
	155	158
<b><u>STAFF IN RESIDENTIAL ESTABLISHMENTS</u></b>		
Sleeping in Duty Payments	37.07	37.72
<b><u>FIRST AID ALLOWANCE</u></b>		
	326	332

There can be no doubt that the NJC employers final pay offer of 1.75% was strongly rejected by UNISON members.

In England and Wales, the high threshold of a 50% ballot return to mandate Industrial Action was not reached. While that threshold does not apply in Northern Ireland the fact that Assembly Elections are called for May 5<sup>th</sup> convinced our shop stewards that the chances of securing any NI specific additional pay for the year 2021/2022 before the return of a new Executive and new Ministers seems remote.

But the fight goes on and preparations are underway to support members taking on the challenge to secure DE funding and negotiations with the EA for a pay and grading review of NJC pay spine.

If you require any further information, get in touch with your local Branch.

If you don't know your Branch contact, please ring UNISON's Regional Office: **028 9027 0190** or search online: [www.unison-ni.org.uk/branches](http://www.unison-ni.org.uk/branches).

Three simple ways to join UNISON today  
and get essential cover wherever you work



Join online at  
[joinunison.org](http://joinunison.org)



Call us on  
028 90270190



Ask your UNISON rep  
for an application form



UNISON Northern Ireland  
Galway House  
165 York Street  
Belfast  
BT15 1AL  
028 9027 0190  
[www.unison-ni.org.uk](http://www.unison-ni.org.uk)

  
UNISON  
the public service union