

A large, stylized green arrow points from the right side of the page towards the left. The arrow is composed of several overlapping, semi-transparent layers of green, creating a sense of depth and movement. The tip of the arrow is on the left, and it tapers towards the right. The background of the entire page is white, with the green arrow and text elements providing the primary visual focus.

# **NJC PAY AWARD**

**FOR EDUCATION AND  
LOCAL GOVERNMENT  
WORKERS**

**2022-2023**

## SCP by Job Title

Job Title	New SCP
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
Nursery Assistant	1- 4
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.

\* The NJC has agreed that from 1 April 2023, Spinal Column Point (SCP) 1 will be permanently deleted from the NJC pay spine.

## Pay Award with effect from 01 April 2022

SCP	Salary w.e.f. 01.04.2021	Hourly Rate	Salary w.e.f. 01.04.2022	Hourly Rate
1	£18,333	9.7664	£20,258	10.7919
2	£18,516	9.8639	£20,441	10.8894
3	£18,887	10.061	£20,812	11.0871
4	£19,264	10.262	£21,189	11.2879
5	£19,650	10.468	£21,575	11.4935
6	£20,043	10.677	£21,968	11.7029
7	£20,444	10.891	£22,369	11.9165
8	£20,852	11.108	£22,777	12.1339
9	£21,269	11.330	£23,194	12.3560
10	£21,695	11.557	£23,620	12.5830
11	£22,129	11.788	£24,054	12.8142
12	£22,571	12.024	£24,496	13.0496
13	£23,023	12.264	£24,948	13.2904
14	£23,484	12.510	£25,409	13.5360
15	£23,953	12.760	£25,878	13.7858
16	£24,432	13.015	£26,357	14.0410
17	£24,920	13.275	£26,845	14.3010
18	£25,419	13.541	£27,344	14.5668
19	£25,927	13.811	£27,852	14.8374
20	£26,446	14.088	£28,371	15.1139
21	£26,975	14.370	£28,900	15.3957
22	£27,514	14.657	£29,439	15.6829
23	£28,226	15.036	£30,151	16.0622
24	£29,174	15.541	£31,099	16.5671
25	£30,095	16.032	£32,020	17.0578
26	£30,984	16.505	£32,909	17.5314
27	£31,895	16.991	£33,820	18.0167
28	£32,798	17.472	£34,723	18.4978
29	£33,486	17.838	£35,411	18.8643
30	£34,373	18.311	£36,298	19.3368

## Pay

The NJC has agreed that from 1 April 2023, Spinal Column Point (SCP) 1 will be permanently deleted from the NJC pay spine.

## Annual Leave

7.2 Annual Leave With effect from 1 April 2023, the minimum paid annual leave entitlement is twenty three days with a further three days after five years of continuous service. The Page 2 of 5 entitlement as expressed applies to five day working patterns. For alternative working patterns an equivalent leave entitlement should be calculated.

7.3 The annual leave entitlement of employees leaving or joining an authority is proportionate to their completed service during the leave year.

## Joint Work

The NJC has also agreed to enter into discussions on homeworking policies, mental health support and maternity leave.

## Pay and Grading Review

Our UNISON Negotiating team in Education support services continue to work with other trade unions on securing commitment from the Education Authority to reform the application of the NJC pay spine. Delayed by the covid pandemic, completing discussions has been made more difficult by the uncertainty on available funding from the Department of Education. The collapse of the Executive and the absence of an Education Minister has led to further delays and complications. Nevertheless our UNISON team are ploughing on. Any pay improvement secured will be in addition to the NJC uplift.

We will keep our members updated.

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If you require any further information, get in touch with your local UNISON 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)

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## UNISON College

UNISON College has a number of CPD and personal development courses available **FREE** for all UNISON members. All of our courses are now hosted at <https://unisoncollegeni.org.uk>. We offer a range of virtual and physical courses across our extensive education programme.

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