



NJC Pay Offer

2018 - 2019

For Education and Local Government Workers

NJC Pay Offer



	01 April 2017		01 April 2018	
Existing SCP	Salary 01/04/17	Hourly Rate (36 hour week)	Proposed Salary 01/04/18	Hourly Rate (36 hour week)
6	15,014	7.9983	16,394	8.7335
6	15,014	7.9983	16,394	8.7335
7	15,115	8.0521	16,495	8.7873
8	15,246	8.1219	16,626	8.8571
9	15,375	8.1906	16,755	8.9258
10	15,613	8.3174	16,863	8.9833
11	15,807	8.4208	17,007	9.0600
11	15,807	8.4208	17,007	9.0600
12	16,123	8.5891	17,173	9.1485
13	16,491	8.7852	17,391	9.2646
14	16,781	8.9396	17,681	9.4191
15	17,072	9.0947	17,972	9.5741
16	17,419	9.2795	18,319	9.7590
17	17,772	9.4676	18,672	9.9470
18	18,070	9.6263	18,870	10.0525
19	18,746	9.9865	19,446	10.3594
20	19,430	10.3508	19,819	10.5581
21	20,138	10.7280	20,541	10.9427
22	20,661	11.0066	21,074	11.2266
23	21,268	11.3300	21,693	11.5564
24	21,962	11.6997	22,401	11.9336
25	22,658	12.0705	23,111	12.3118
26	23,398	12.4647	23,866	12.7140
27	24,174	12.8781	24,657	13.1354
28	24,964	13.2989	25,463	13.5648
29	25,951	13.8247	26,470	14.1012
30	26,822	14.2887	27,358	14.5743
31	27,668	14.7394	28,221	15.0340
33	29,323	15.6211	29,909	15.9333
34	30,153	16.0632	30,756	16.3845
35	30,785	16.3999	31,401	16.7281
36	31,601	16.8346	32,233	17.1713

From 1 April 2018:

- On SCP 6, £1,380 (equivalent to 9.191%)
- On SCP 7, £1,380 (equivalent to 9.130%)
- On SCP 8, £1,380 (equivalent to 9.052%)
- On SCP 9, £1,380 (equivalent to 8.976%)
- On SCP 10, £1,250 (equivalent to 8.006%)
- On SCP 11, £1,200 (equivalent to 7.592%)
- On SCP 12, £1,050 (equivalent to 6.512%)
- On SCP 13, £900 (equivalent to 5.458%)
- On SCP 14, £900 (equivalent to 5.363%)
- On SCP 15, £900 (equivalent to 5.272%)
- On SCP 16, £900 (equivalent to 5.167%)
- On SCP 17, £900 (equivalent to 5.064%)
- On SCP 18, £800 (equivalent to 4.427%)
- On SCP 19, £700 (equivalent to 3.734%)
- On SCPs 20 and above, 2.0%

From 1 April 2019:

- There will be a re-alignment of spinal points in 2019 creating a new scale. Trade unions will engage with the Education Authority to confirm and agree where NI education workers will be placed on the new scale. The following uplifts will apply to the new scale.
- 2% incremental steps between each new SCP 1 & 22 (old SCP 6- 28)
- 2% cost of living increase on new SCP 23 & above, including those on locally extended NJC pay spines

UNISON believes that the offer falls short of our claim. However, UNISON is clear that the offer is the best that could be achieved by negotiation and that nothing short of substantial, all-out strike action could make the employers consider improving their final offer.

SCP by Job Title

Job Title	SCP
Catering Assistant	6 - 8
Cooks	11 - 13
Catering Supervisor	14 - 17
Senior Catering Supervisor	18 - 21
Supervisory Assistant	6 - 8
Senior Supervisory Assistant	11 - 13
General Assistant 1	9 - 11
General Assistant 2	11 - 13
Classroom Assistant	6 - 13
SEN Classroom Assistant	14 - 17
Additional SEN Classroom Assistant	18 - 25
Cleaners	9 - 11
Building Supervisor	14 - 17
Building Supervisor with Supervision	22 - 25
School Crossing Patrol	6 - 8
Bus Escorts	9 - 11
Bus Drivers	14 - 17
Clerical Officer	6 - 13
Senior Clerical Officer	14 - 17
Executive Officer	18 - 25

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

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