

RISE UP TO GET PAY UP

NJC SCHOOL AND COUNCIL PAY 2023

NEW NJC PAY OFFER FOR ALL WORKERS COVERED BY NJC AGREEMENTS IN ENGLAND WALES AND NORTHERN IRELAND

The UNISON Northern Ireland Committee leading our members in Education and Local Government have met and reviewed the recent offer from the UK employers side.

Arrangements will be made very soon on consultation with our members here in Northern Ireland.

In the meantime a delegation from our committee will meet with other colleagues in England and Wales and will participate in a discussion around a UNISON response, the specific circumstances in each jurisdiction and overall plans to communicate with members.

In the meantime this is a summary of the offer.

The UK Employers covered by NJC wish to make the following full and final, one-year (1 April 2023 to 31 March 2024) offer:

- o With effect from 1 April 2023, an increase of £1,925 (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive. The equivalent percentage increases to each pay point are shown at Annex A
- o With effect from 1 April 2023, an increase of 3.88 per cent on all pay points above the maximum of the pay spine but graded below deputy chief officer (in accordance with Green Book Part 2 Para 5.41)
- o With effect from 1 April 2023, an increase of 3.88 per cent on all allowances (as listed in the 2022 NJC pay agreement circular dated 1 November 2022)

UK NJC Trade union side also sought “A review of the pay spine, including looking at the top end, and discussions about the link between how remuneration can be used to improve retention.” The UK Employers propose that the Joint Secretaries enter into exploratory ‘without prejudice’ informal discussions in order to map out the practical considerations of how and when the pay spine might be reviewed once the future policy direction of the National Living Wage has been confirmed

Support service unions in Education in Northern Ireland had already secured in 2019 a pay and grading review on the application of to the NJC pay. This is the issue on which a business case has gone to the Department of Education for the release of funding. The absence of an Executive and a Minister has made this difficult to resolve. This is the issue on which UNISON members on a Northern Ireland basis only will be given a ballot in the near future to consider industrial action.

In response to the remaining elements of the UK trade union side claim, the UK employers rejected the following:

- o Consideration of a flat rate increase to hourly rates of pay in order to bring the minimum rate up to £15 per hour within two years
- o Establishing model role profiles for school support staff jobs, with advisory banding structures
- o An additional day of annual leave for personal or well-being purposes
- o A homeworking allowance for staff for whom it is a requirement to work from home
- o A reduction in the working week by two hours. (In Northern Ireland support side full time hours - hours range from 32 to 36 hours per week).