

## JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

18 May 2020

To:- Council Members  
MSO/TUSO

### JOINT NEGOTIATING COUNCIL CIRCULAR NO. 264

#### JNC for Youth and Community Workers - Pay Increase for 2018/2020 JES Circular No. 212 dated 19 October 2018

Further to Department of Education correspondence dated 14 May 2020, approval has been granted to enable the Education Authority to meet its contractual obligations regarding the payment of revalorisation and incremental progression increases to eligible staff within the Youth and Community Workers group for 2018/19 and 2019/20.

The Joint Secretaries of the Joint Negotiating Council for the Education Authority have examined the JES Circular No. 212 (copy attached for information), and have agreed to the implementation of the revised rates of pay with effect from **1 September 2018 and 1 September 2019**.

The revised salary ranges are attached at Appendix 1. Revised rates for the salary structure are detailed in Appendix 2.

Please note that point 2 of the Support Worker Range was deleted at national level with effect from 1 September 2019.



**Management Side Secretary**  
R McGreevy



**Trade Union Side Secretary**  
A Law



**Trade Union Side Secretary**  
A Speed



**Trade Union Side Secretary**  
J Donley



**Trade Union Side Secretary**  
K Ellison

**Youth and Community  
Support Worker Range**

Pay Points	01.09.17 £	01.09.18 £	01.09.19 £				
2	15,807	16,757	DELETED <sup>2</sup>				
3	16,417	17,267	18,117				
4	16,931	17,681	18,431				
5	17,491	18,141	18,791				
6	18,006	18,556	19,106				
7	18,636	19,009	19,389				
8	19,260	19,645	20,038				
9	20,055	20,456	20,865				
10	20,677	21,090	21,512				
11	21,682	22,116	22,558				
12	22,665	23,118	23,580				
13	23,679	24,153	24,636	13	23,679	24,153	24,636
14	24,730	25,225	25,729	14	24,730	25,225	25,729
15	25,446	25,955	26,474	15	25,446	25,955	26,474
16	26,194	26,718	27,252	16	26,194	26,718	27,252
17	26,929	27,468	28,017	17	26,929	27,468	28,017
				18	27,670	28,223	28,787
				19	28,404	28,972	29,551
				20	29,141	29,724	30,318
				21	29,969	30,568	31,179
				22	30,907	31,525	32,155
				23	31,820	32,456	33,105
				24	32,737	33,392	34,060
				25	33,662	34,335	35,022
				26	34,585	35,277	35,983
				27	35,511	36,221	36,945
				28	36,446	37,175	37,918
				29	37,375	38,122	38,884
				30	38,304	39,070	39,851

**Additions for longer training and/or higher qualifications**

(Paragraph 21 of the JNC Report for Youth and Community Workers refers):-

This allowance was discontinued w.e.f. 1 September 2005. Individual Youth and Community Workers in post and in receipt of the addition on 31 August 2005 will continue to receive the addition on a protected basis as long as they continue in employment in their current post. The rate payable is £924. No further cost of living increases will be added to this figure.

<sup>1</sup> Point 1 deleted from the national pay scale w.e.f. 01.09.16

<sup>2</sup> Point 2 deleted from the national pay scale w.e.f. 01.09.19

## JNC FOR YOUTH AND COMMUNITY WORKERS - SUPPORT WORKER RANGE

Post	Pay Point	Pay Scale w.e.f. 01.09.17	Pay Scale w.e.f. 01.09.18	Pay Scale w.e.f. 01.09.19
Assistant Youth Support Worker	Points 1-4 Support Worker Range	1 – deleted <sup>1</sup> 2 – 15,807 3 – 16,417 4 – 16,931	- 2 –16,757 3 –17,267 4 –17,681	- 2 – deleted <sup>1</sup> 3 –18,117 4 –18,431
Youth Support Worker	Points 4 - 7 Support Worker Range	4 – 16,931 5 – 17,491 6 – 18,006 7 – 18,636	4 –17,681 5 –18,141 6 –18,556 7 –19,009	4 –18,431 5 –18,791 6 –19,106 7 –19,389
Youth Support Worker- in-Charge [Centre -based]	Points 10 - 13 Support Worker Range	10 – 20,677 11 – 21,682 12 – 22,665 13 – 23,679	10 – 21,090 11 –22,116 12 –23,118 13 -24,153	10 –21,512 11 –22,558 12 –23,580 13 -24,636
Youth Support Worker- in-Charge [Outreach]	Points 10 - 13 Support Worker Range	10 – 20,677 11 – 21,682 12 – 22,665 13 – 23,679	10 – 21,090 11 –22,116 12 –23,118 13 -24,153	10 –21,512 11 –22,558 12 –23,580 13 -24,636
Youth Support Worker- in-Charge [Specialist]	Points 10 - 13 Support Worker Range	10 – 20,677 11 – 21,682 12 – 22,665 13 – 23,679	10 – 21,090 11 –22,116 12 –23,118 13 -24,153	10 –21,512 11 –22,558 12 –23,580 13 -24,636

<sup>1</sup> Point 1 deleted from the national pay scale w.e.f. 01.09.16

<sup>2</sup> Point 2 deleted from the national pay scale w.e.f. 01.09.19

**JNC FOR YOUTH AND COMMUNITY WORKERS - PROFESSIONAL RANGE**

<b>Post</b>	<b>Pay Point</b>	<b>Pay Scale w.e.f. 01.09.17</b>	<b>Pay Scale w.e.f. 01.09.18</b>	<b>Pay Scale w.e.f. 01.09.19</b>
Deputy Youth Worker	Points 17 - 20 Professional Range	17 - 26,929 18 - 27,670 19 - 28,404 20 - 29,141	17- 27,468 18 -28,223 19 -28,972 20 -29,724	17- 28,017 18 -28,787 19 -29,551 20 – 30,318
Centre-Based Youth Worker I	Points 18 - 21 Professional Range	18 - 27,670 19 - 28,404 20 - 29,141 21 - 29,969	18 -28,223 19 -28,972 20 -29,724 21 - 30,568	18 -28,787 19 -29,551 20 – 30,318 21 – 31,179
Area Youth Worker I	Points 18 - 21 Professional Range	18 - 27,670 19 - 28,404 20 - 29,141 21 - 29,969	18 -28,223 19 -28,972 20 -29,724 21 - 30,568	18 -28,787 19 -29,551 20 – 30,318 21 – 31,179
Centre-Based Youth Worker II	Points 20 - 23 Professional Range	20 - 29,141 21 - 29,969 22 - 30,907 23 - 31,820	20 -29,724 21 - 30,568 22 – 31,525 23 – 32,456	20 – 30,318 21 – 31,179 22 – 32,155 23 – 33,105
Area Youth Worker II	Points 20 - 23 Professional Range	20 - 29,141 21 - 29,969 22 - 30,907 23 - 31,820	20 -29,724 21 - 30,568 22 – 31,525 23 – 32,456	20 – 30,318 21 – 31,179 22 – 32,155 23 – 33,105
Specialist Youth Development Worker	Points 20 - 23 Professional Range	20 - 29,141 21 - 29,969 22 - 30,907 23 - 31,820	20 -29,724 21 - 30,568 22 – 31,525 23 – 32,456	20 – 30,318 21 – 31,179 22 – 32,155 23 – 33,105
Senior Youth Worker I [Centre-based]	Points 22 - 25 Professional Range	22 - 30,907 23 - 31,820 24 - 32,737 25 - 33,662	22 – 31,525 23 – 32,456 24 – 33,392 25 - 34,335	22 – 32,155 23 – 33,105 24 – 34,060 25 – 35,022
Senior Youth Worker I [Board-wide Specialism]	Points 22 - 25 Professional Range	22 - 30,907 23 - 31,820 24 - 32,737 25 - 33,662	22 – 31,525 23 – 32,456 24 – 33,392 25 - 34,335	22 – 32,155 23 – 33,105 24 – 34,060 25 – 35,022
Senior Youth Worker II [Divisional Responsibilities]	Points 24 - 27 Professional Range	24 - 32,737 25 - 33,662 26 - 34,585 27 - 35,511	24 – 33,392 25 - 34,335 26 – 35,277 27 – 36,221	24 – 34,060 25 – 35,022 26 – 35,983 27 – 36,945
Senior Youth Worker II [Team Leader]	Points 24 - 27 Professional Range	24 - 32,737 25 – 33,662 26 – 34,585 27 - 35,511	24 – 33,392 25 - 34,335 26 – 35,277 27 – 36,221	24 – 34,060 25 – 35,022 26 – 35,983 27 – 36,945
Senior Youth Worker III [Division & Team Responsibilities]	Points 26 - 29 Professional Range	26 – 34,585 27 – 35,511 28 – 36,446 29 – 37,375	26 – 35,277 27 – 36,221 28 – 37,175 29 – 38,122	26 – 35,983 27 – 36,945 28 – 37,918 29 – 38,884

## Joint Negotiating Committee (JNC) for Youth and Community Workers

19 October 2018

To: Local Authorities in England and Wales  
Local Government Association Subscribers

Dear Colleague

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### Joint Education Services Circular No 212 - Pay Agreement 2018 and 2019

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#### YOUTH AND COMMUNITY PAY AGREEMENT: 2018 and 2019

We are pleased to confirm that the JNC for Youth and Community Workers has reached an agreement on a pay award for 2018 and 2019 which is as follows:

2018:

- An increase of £950 on pay point 2 from 1 September 2018;
- An increase of £850 on pay point 3 from 1 September 2018;
- An increase of £750 on pay point 4 from 1 September 2018;
- An increase of £650 on pay point 5 from 1 September 2018;
- An increase of £550 on pay point 6 from 1 September 2018;
- An increase of 2.0% on all other pay points on the Youth and Community Support Worker Range and the Professional Range from 1 September 2018;
- An increase of 2.0% on the London Area Allowances and Sleeping-In-Duty Allowance from 1 September 2018.

2019:

- The deletion of pay point 2 (14.61%)\*;
- An increase of £850 (10.36%)\* on pay point 3 from 1 September 2019;
- An increase of £750 (8.86%)\* on pay point 4 from 1 September 2019;
- An increase of £650 (7.43%)\* on pay point 5 from 1 September 2019;
- An increase of £550 (6.11%)\* on pay point 6 from 1 September 2019;
- An increase of 2.0% on all other pay points on the Youth and Community Support Worker Range and the Professional Range from 1 September 2019;
- An increase of 2.0% on the London Area Allowances and Sleeping-In-Duty Allowance from 1 September 2019.

\* % increase over two years.

A revised salary scale is attached for your information.

Yours sincerely



**Simon Pannell**  
**Employers' Side Secretary**

Employers' Side Secretary: *Simon Pannell*  
Local Government Association, 18 Smith Square,  
London, SW1P 3HZ

**Colenzo Jarrett-Thorpe**  
**Staff Side Secretary**

Staff Side Secretary: *Colenzo Jarrett-Thorpe*  
Unite, 128 Theobald's Road,  
London, WC1X 8TN

## Joint Negotiating Committee for Youth and Community Workers

2018

### Pay Points

2.	16,757
3.	17,267
4.	17,681
5.	18,141
6.	18,556
7.	19,009
8.	19,645
9.	20,456
10.	21,090
11.	22,116
12.	23,118
13.	24,153
14.	25,225
15.	25,955
16.	26,718
17.	27,468

### Pay Points

13.	24,153
14.	25,225
15.	25,955
16.	26,718
17.	27,468
18.	28,223
19.	28,972
20.	29,724
21.	30,568
22.	31,525
23.	32,456
24.	33,392
25.	34,335
26.	35,277
27.	36,221
28.	37,175
29.	38,122
30.	39,070
31.	39,709*
32.	40,760*

\* Discretionary Points

### LONDON AREA ALLOWANCES

Inner	3,104
Outer	2,039
Fringe	795

### SLEEPING IN DUTY ALLOWANCE

Sleeping in Allowance	35.37
Disturbance Element	19.76

## Joint Negotiating Committee for Youth and Community Workers

2019

### Pay Points

3.	18,117
4.	18,431
5.	18,791
6.	19,106
7.	19,389
8.	20,038
9.	20,865
10.	21,512
11.	22,558
12.	23,580
13.	24,636
14.	25,729
15.	26,474
16.	27,252
17.	28,017

### Pay Points

13.	24,636
14.	25,729
15.	26,474
16.	27,252
17.	28,017
18.	28,787
19.	29,551
20.	30,318
21.	31,179
22.	32,155
23.	33,105
24.	34,060
25.	35,022
26.	35,983
27.	36,945
28.	37,918
29.	38,884
30.	39,851
31.	40,503*
32.	41,575*

\* Discretionary Points

### LONDON AREA ALLOWANCES

Inner	3,166
Outer	2,080
Fringe	811

### SLEEPING IN DUTY ALLOWANCE

Sleeping in Allowance	36.08
Disturbance Element	20.16