

National Joint Council for local government services

Employers' Secretary
Naomi Cooke

Trade Union Secretaries
Rehana Azam, GMB

Mike Short, UNISON

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**To: Chief Executives in England, Wales and N Ireland
(copies for HR and Finance Directors)
Members of the National Joint Council**

28 February 2022

Dear Chief Executive,

LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2021-22

Pay

Agreement has been reached on rates of pay applicable from **1 April 2021**.

Employers are encouraged to implement this pay award as swiftly as possible.

The new pay rates are attached at **Annex 1**. The new rates for allowances, uprated by 1.75 per cent, are set out at **Annex 2**.

The NJC has agreed to recommence the review of Term-Time Only working arrangements, which was paused at the outbreak of the pandemic.

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

Backpay for employees who have left employment since 1 April 2021

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2021 to the employee's last day of employment.

When salary arrears are paid to ex-employees who were in the LGPS, the employer must inform its local LGPS fund. Employers will need to amend the CARE and final pay figures (if the ex-employee has pre-April 2014 LGPS membership) accordingly. Further detail is provided in [section 15 of the HR guide](#) which is available on the [employer resources section](#) of www.lgpsregs.org

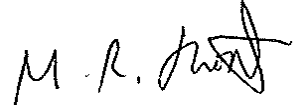
Yours sincerely,

*Naomi
Cooke*

Naomi Cooke

A handwritten signature in black ink, appearing to read 'R. Azam', with a stylized, flowing script.

Rehana Azam

A handwritten signature in black ink, appearing to read 'M. R. Short', with a stylized, flowing script.

Mike Short

ANNEX 1

SCP	01-Apr-20		01-Apr-21	
	per annum	per hour	per annum	per hour
1	£17,842	£9.25	£18,333	£9.50
2	£18,198	£9.43	£18,516	£9.60
3	£18,562	£9.62	£18,887	£9.79
4	£18,933	£9.81	£19,264	£9.99
5	£19,312	£10.01	£19,650	£10.19
6	£19,698	£10.21	£20,043	£10.39
7	£20,092	£10.41	£20,444	£10.60
8	£20,493	£10.62	£20,852	£10.81
9	£20,903	£10.83	£21,269	£11.02
10	£21,322	£11.05	£21,695	£11.25
11	£21,748	£11.27	£22,129	£11.47
12	£22,183	£11.50	£22,571	£11.70
13	£22,627	£11.73	£23,023	£11.93
14	£23,080	£11.96	£23,484	£12.17
15	£23,541	£12.20	£23,953	£12.42
16	£24,012	£12.45	£24,432	£12.66
17	£24,491	£12.69	£24,920	£12.92
18	£24,982	£12.95	£25,419	£13.18
19	£25,481	£13.21	£25,927	£13.44
20	£25,991	£13.47	£26,446	£13.71
21	£26,511	£13.74	£26,975	£13.98
22	£27,041	£14.02	£27,514	£14.26
23	£27,741	£14.38	£28,226	£14.63
24	£28,672	£14.86	£29,174	£15.12
25	£29,577	£15.33	£30,095	£15.60
26	£30,451	£15.78	£30,984	£16.06
27	£31,346	£16.25	£31,895	£16.53
28	£32,234	£16.71	£32,798	£17.00
29	£32,910	£17.06	£33,486	£17.36
30	£33,782	£17.51	£34,373	£17.82
31	£34,728	£18.00	£35,336	£18.32
32	£35,745	£18.53	£36,371	£18.85
33	£36,922	£19.14	£37,568	£19.47
34	£37,890	£19.64	£38,553	£19.98
35	£38,890	£20.16	£39,571	£20.51
36	£39,880	£20.67	£40,578	£21.03
37	£40,876	£21.19	£41,591	£21.56
38	£41,881	£21.71	£42,614	£22.09
39	£42,821	£22.20	£43,570	£22.58
40	£43,857	£22.73	£44,624	£23.13
41	£44,863	£23.25	£45,648	£23.66
42	£45,859	£23.77	£46,662	£24.19
43	£46,845	£24.28	£47,665	£24.71

NB: hourly rate calculated by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week)

Part 3 Paragraph 2.6(e) Sleeping-in Duty Payment:

1 April 2021
£37.72

**RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2021
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

Paragraph 28(3) Nursery Staffs in Educational Establishments - Special Educational Needs Allowance

1 April 2021
£1,347

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance:

1 April 2021
£219

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

1 April 2021
£159

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2021
£914

Outer Fringe Area:

1 April 2021
£637

Paragraph 35 Standby Duty Allowance - Social Workers (1)(a)(i) Allowance - Per Session

1 April 2021
£30.35

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

Section 1 Paragraph 3 London and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2021

£914

Outer Fringe Area:

1 April 2021

£637