

# National Joint Council for local government services

**Employers' Secretary**  
Naomi Cooke

**Trade Union Secretaries**  
Rehana Azam, GMB  
Jim Kennedy, Unite  
Jon Richards, UNISON

**Address for correspondence**  
Local Government Association  
18 Smith Square  
London SW1P 3HZ  
Tel: 020 7664 3000  
[info@local.gov.uk](mailto:info@local.gov.uk)

**Address for correspondence**  
UNISON Centre  
130 Euston Road  
London NW1 2AY  
Tel: 0845 3550845  
[localgovernment@unison.co.uk](mailto:localgovernment@unison.co.uk)

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

24 August 2020

Dear Chief Executive,

## **LOCAL GOVERNMENT SERVICES' PAY AGREEMENT 2020-21**

### **Pay**

Agreement has been reached between the National Employers and the NJC Trade Union Side on rates of pay applicable from **1 April 2020**.

UNISON and GMB both voted to accept whilst Unite voted to reject. However, in line with the Constitution of the NJC, Unite accepts the collective majority decision of the other unions that the pay award will now be implemented.

The new pay rates are attached at **Annex 1**. The new rates for allowances, up-rated by 2.75 per cent, are set out at **Annex 2**.

The NJC has also agreed to enter into discussions on examining all options for ensuring the sector – and the NJC pay spine - can meet the challenge of the Government's target for the National Living Wage in the coming years.

### **Annual Leave**

The NJC has also agreed that from **1 April 2020**, minimum annual leave will increase from 21 to 22 days for employees with less than five years' service.

The National Agreement Part 2 Para 7.2 will therefore, with effect from **1 April 2020**, be amended to read as follows:

#### **7.2 Annual Leave**

*The minimum paid annual leave entitlement is twenty-two days with a further three days after five years of continuous service. The entitlement as expressed applies to five day working patterns. For alternative working patterns an equivalent leave entitlement should be calculated.*

**Stress and Mental Health**

The NJC has further agreed that the Joint Secretaries will begin discussions on “a *comprehensive joint national review of the workplace causes of stress and mental health*”

Yours sincerely,

*Naomi  
Cooke*

**Naomi Cooke**



**Rehana Azam**



**Jim Kennedy**



**Jon Richards**

| SCP | 01-Apr-19 |          | 01-Apr-20 |          |
|-----|-----------|----------|-----------|----------|
|     | per annum | per hour | per annum | per hour |
| 1   | £17,364   | £9.00    | £17,842   | £9.25    |
| 2   | £17,711   | £9.18    | £18,198   | £9.43    |
| 3   | £18,065   | £9.36    | £18,562   | £9.62    |
| 4   | £18,426   | £9.55    | £18,933   | £9.81    |
| 5   | £18,795   | £9.74    | £19,312   | £10.01   |
| 6   | £19,171   | £9.94    | £19,698   | £10.21   |
| 7   | £19,554   | £10.14   | £20,092   | £10.41   |
| 8   | £19,945   | £10.34   | £20,493   | £10.62   |
| 9   | £20,344   | £10.54   | £20,903   | £10.83   |
| 10  | £20,751   | £10.76   | £21,322   | £11.05   |
| 11  | £21,166   | £10.97   | £21,748   | £11.27   |
| 12  | £21,589   | £11.19   | £22,183   | £11.50   |
| 13  | £22,021   | £11.41   | £22,627   | £11.73   |
| 14  | £22,462   | £11.64   | £23,080   | £11.96   |
| 15  | £22,911   | £11.88   | £23,541   | £12.20   |
| 16  | £23,369   | £12.11   | £24,012   | £12.45   |
| 17  | £23,836   | £12.35   | £24,491   | £12.69   |
| 18  | £24,313   | £12.60   | £24,982   | £12.95   |
| 19  | £24,799   | £12.85   | £25,481   | £13.21   |
| 20  | £25,295   | £13.11   | £25,991   | £13.47   |
| 21  | £25,801   | £13.37   | £26,511   | £13.74   |
| 22  | £26,317   | £13.64   | £27,041   | £14.02   |
| 23  | £26,999   | £13.99   | £27,741   | £14.38   |
| 24  | £27,905   | £14.46   | £28,672   | £14.86   |
| 25  | £28,785   | £14.92   | £29,577   | £15.33   |
| 26  | £29,636   | £15.36   | £30,451   | £15.78   |
| 27  | £30,507   | £15.81   | £31,346   | £16.25   |
| 28  | £31,371   | £16.26   | £32,234   | £16.71   |
| 29  | £32,029   | £16.60   | £32,910   | £17.06   |
| 30  | £32,878   | £17.04   | £33,782   | £17.51   |
| 31  | £33,799   | £17.52   | £34,728   | £18.00   |
| 32  | £34,788   | £18.03   | £35,745   | £18.53   |
| 33  | £35,934   | £18.63   | £36,922   | £19.14   |
| 34  | £36,876   | £19.11   | £37,890   | £19.64   |
| 35  | £37,849   | £19.62   | £38,890   | £20.16   |
| 36  | £38,813   | £20.12   | £39,880   | £20.67   |
| 37  | £39,782   | £20.62   | £40,876   | £21.19   |
| 38  | £40,760   | £21.13   | £41,881   | £21.71   |
| 39  | £41,675   | £21.60   | £42,821   | £22.20   |
| 40  | £42,683   | £22.12   | £43,857   | £22.73   |
| 41  | £43,662   | £22.63   | £44,863   | £23.25   |
| 42  | £44,632   | £23.13   | £45,859   | £23.77   |
| 43  | £45,591   | £23.63   | £46,845   | £24.28   |

\*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 2020**  
£37.07

**RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2020  
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

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

**1 April 2020**  
£1,324

**Paragraph 28(14) Laboratory / Workshop Technicians**

City and Guilds Science Laboratory Technician's Certificate Allowance:

**1 April 2020**  
£215

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

**1 April 2020**  
£156

**Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum**

Inner Fringe Area:

**1 April 2020**  
£898

Outer Fringe Area:

**1 April 2020**  
£626

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

**1 April 2020**  
£29.83

## **FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)**

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

Inner Fringe Area:

**1 April 2020**

£898

Outer Fringe Area:

**1 April 2020**

£626