

## Local Government Services Pay Agreement 2020-21

### Pay

Agreement has now been reached between National Employers and the NJC (National Joint Council) Trade Union Side on the rates of pay from 1 April 2020.

The Council's local pay and grading structure has been updated accordingly to reflect the 2.75% increase to all rates and allowances and a copy has been published on the [Payroll & Pension Liaison Service Resources](#) page on BSO. The pay award will be processed in October 2020, backdated to 1 April 2020.

Any employees who have left employment after 1 April 2020, but prior to the pay award being processed in October will also be paid their back pay in October 2020.

### Annual Leave

The NJC has also agreed that *minimum* annual leave will increase from 1 April 2020 from 21 days to 22 days.

The Council's annual leave entitlements are covered by local collective agreements incorporated into the terms and conditions of individual employees. Up until now, annual leave entitlements have always been in excess of the minimum annual leave entitlements set out in the National Agreement. The Council also provides one additional day's paid annual leave (occasional/floating day) each year and this is included in the annual leave entitlements.

The only employee group impacted by this change are 'Officers' on Band 6 SCP11 or below, with less than 5 years' service. For avoidance of doubt, employees should refer to their contract of employment to establish their employee group.

For school based support staff, this will impact on the term time adjustment factors for this employee group only. As a result, the pro-rated salary will be slightly increased to allow for the additional day of annual leave.

If your school uses Bradford Council's Payroll & Pension Liaison Service, the salaries for this group of employees will be automatically increased from 1 April 2020, to ensure compliance with the National Agreement. Therefore, you do not need to take any action as all of the above will be implemented automatically.

The updated term time factors can be located [Payroll & Pension Liaison Service Resources](#) page on BSO.

### 'Real Living Wage'

At the full Council meeting on 20<sup>th</sup> February 2020, the Council voted to implement the current level of the Living Wage Foundation voluntary living wage rate (which is £9.30 per hour) for the 2020-21 financial year only. This will only impact on any employee paid on SCP1 or equivalent, as the NJC rate of pay for SCP1 from April 2020 is £9.25.

*The Council **did not** commit to pay any future annual pay award increases on this living wage rate or to pay this voluntary wage rate in future years.*

The Council's school funding team issued guidance to schools earlier this year on this decision and therefore the living wage rate will already be factored into school budgets and the cost will need to be met from schools already delegated budgets.

We are now working to introduce the Council's resolution in schools on the same basis. For pay equality reasons, as the Council implements a £9.30 per hour living wage rate for non-school staff, community and voluntary controlled schools are required to implement this. This is because, for these schools, the Council is the employer.

All other types of maintained school (voluntary aided, trust and foundation) and academies, and other providers (including Further Education settings) would not be required per se to implement this, as Bradford Council is not the employer. However, there potentially would be a 'moral' pressure to do so, and also 'market forces' may necessitate this and the Council would encourage implementation.

The Council will shortly be writing to head teachers and schools business managers to formally advise of this resolution, the next steps and timescales for implementation.

***Please note*** that the 'real living wage' rate **will not** be implemented in schools until governing bodies have formally adopted the decision to implement it.

Should you have any queries, please do not hesitate to contact your HR / Payroll contact.