



## **National Joint Council Pay Award Guidance – April 2019**

As you will be aware, the National Joint Council for Local Government Services reached a 2-year pay agreement in 2018 which included changes to the national pay spine effective from 1 April 2019. These changes involve the merger of some spinal column points (SCP) and the addition of new spinal column points to create equal increment values and contain the costs of implementation.

These changes to the national pay spine only impact on grades up to Band 8 (up to existing SCP28).

For grades of S01 and above (existing SCP29 and above) there are no changes to the national pay spine (other than renumbering of SCP's) and a 2% pay award will be applied to all of those points.

All Schools and Academies are contractually bound to implement the new national pay spine with effect from 1<sup>st</sup> April 2019.

The implementation of the 2019 national pay agreement has some impact on Bradford's locally agreed pay Bands.

Appendix A - shows the full Pay & Grading structure with the revised Bands up to Band 8 as a result of the national pay agreement from 1 April 2019. The new additional SCP's are shown in **shaded yellow**.

Appendix B - shows how employees will be assimilated to the new pay spine on 1 April 2019. Please note employees will be assimilated to the new pay spine point and then the increment applied where the employee qualifies for an increment on 1 April 2019.

- **Column 1** (in **blue**) shows the assimilation point of employees who are **NOT** entitled to an increment on 1 April 2019.
- **Column 2** (in **red**) shows the assimilation point of employees who are entitled to an increment on 1 April 2019. The SCP shown includes the increment.

### **Guidance Notes**

- Normal rules for incremental progression apply.
- There may be employees in **Column 2** who are not entitled to an increment due to being on the maximum of the grade Band.
- You may have employees on overlapping grade Bands. Where progression from the top point of one grade Band to the next Band is **NOT** automatic (due to being subject to meeting certain criteria or being assessed) use **Column 1**. Where progression from the top point of one grade Band to the next Band is automatic use **Column 2**.