

LOCAL GOVERNMENT AND SCHOOLS PAY AWARD 2020/21 FAQs

What are Spinal Column Points and how do they relate to me?

Spinal Column Points (SCPs) are a set of salary levels. Together they make up the national pay spine, which is what the NJC negotiates on. Due to the introduction of the national pay spine in 2019, SCP start at SCP 1 and the highest is SCP 41. The NJC rates for SCP 1 at 2019 is at £9.00 an hour, giving a full time annual salary of £17,364.

These salary levels are used by employers to design their local pay grades or pay scales and there are many variations, depending on which local authority you are contracted to work in.

What are the proposals worth to members?

The total increase to each spine point is 2.75%

What about part-time workers?

The percentage increase would be applied in full to your actual salary.

I have more than one job, what about me?

The percentage increase is applied in full to your salary for each job, providing they are all for the same employer.

My employer pays me a Living Wage supplement, what happens to me?

The percentage increase will apply to your basic pay. It is up to your employer, but they may adjust the offer. Please seek support from your union rep if this is the case.

What about pensions?

Percentage increases are pensionable (and subject to National Insurance and tax)

What about leavers and new starters?

Anyone who leaves before April 2020, i.e. before any of these proposals would become effective, would not get anything.

A new starter would get whatever is applicable from the day they join plus will benefit from the one day's additional leave on the minimum.

I'm on official leave, what happens to me?

Whether on maternity leave, adoption leave, parental leave or sick leave, the percentage increases will apply to basic pay. However, they are not paid to anyone on a career break.

What's the schedule for the consultation?

All Local Government and Schools members will have the opportunity to have their say on pay via an online consultation ballot or by returning a postal ballot vote. The pay ballot will commence from **Monday 22nd June 2020** and to ensure maximum participation, members will be contacted by email, SMS or post and the ballot will close **Thursday 30th July 2020**.