

Local government pay 2024

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NJC unions' 2024 pay claim?

- **Expected imminently**
 - **Unions consulted members on headline claim of, *“10 per cent or £3,000, whichever is the greater”***
 - **Other T&Cs elements to be included?**
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2024 timetable

- **Pay consultation briefings run 7-27 March**
 - **National Employers will decide when to meet to consider feedback (allowing for Easter, local elections)**
 - **Unions have been urged to synchronise timing and duration of their membership consultations**
 - **For councils signed up to national collective bargaining, payment “*on account in lieu of final pay award*” should not be made because of possibility of legal challenge**
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Employer considerations

- **Duration?**
 - **Percentage or cash increase?**
 - **Combination of both?**
 - **Deletion of lower pay point[s]?**
 - **Non-pay elements?**
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NJC v NLW

- **NJC bottom pay point (1 Apr 23) = £ 11.59**
- **NLW 1 April 2023 = £ 10.42**
- **NLW 1 April 2024 = £ 11.44**

“Because this year’s recommendation takes us to the target for 2024, the Government has issued a second remit asking for evidence to inform future minimum wage policy, beyond 2024. We will submit this advice by the end of 2023.”

Source: LPC, 22 November 2023

NJC minimum rate v NLW



The 'overlap issue'

	01-Apr-21	01-Apr-22	01-Apr-23	01-Apr-24	01-Apr-25	
NJC min		£9.50	£10.50	£11.59	£x?	£x?
NLW	£8.91	£9.50	£10.42	£11.44	£x?	

NJC pay spine 2023-24

SCP	£ per annum	£ per hour	SCP	£ per annum	£ per hour
1	Deleted wef 01 Apr 23		23	£32,076	£16.63
2	£22,366	£11.59	24	£33,024	£17.12
3	£22,737	£11.79	25	£33,945	£17.59
4	£23,114	£11.98	26	£34,834	£18.06
5	£23,500	£12.18	27	£35,745	£18.53
6	£23,893	£12.38	28	£36,648	£19.00
7	£24,294	£12.59	29	£37,336	£19.35
8	£24,702	£12.80	30	£38,223	£19.81
9	£25,119	£13.02	31	£39,186	£20.31
10	£25,545	£13.24	32	£40,221	£20.85
11	£25,979	£13.47	33	£41,418	£21.47
12	£26,421	£13.69	34	£42,403	£21.98
13	£26,873	£13.93	35	£43,421	£22.51
14	£27,334	£14.17	36	£44,428	£23.03
15	£27,803	£14.41	37	£45,441	£23.55
16	£28,282	£14.66	38	£46,464	£24.08
17	£28,770	£14.91	39	£47,420	£24.58
18	£29,269	£15.17	40	£48,474	£25.13
19	£29,777	£15.43	41	£49,498	£25.66
20	£30,296	£15.70	42	£50,512	£26.18
21	£30,825	£15.98	43	£51,515	£26.70
22	£31,364	£16.26			

External influencing factors

- **Spring Budget 6 March**
 - **NLW policy post-2024?**
 - **TUC “£15 NLW as soon as possible”**
 - **Local and General Elections**
 - **Inflation / other public sector settlements**
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Q&As

Keep up to date with the pay negotiations:

<https://www.local.gov.uk/our-support/workforce-and-hr-support/local-government-services>
