

Local Government Pay 2018-20: the pay offer and new pay spine

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Principal Negotiating Officer

Pay offer (i)

- Two years: 1 April 2018 to 31 March 2020
 - Headline 2.0% in each year
 - 15.65% for lowest paid
 - Bottom loaded to cover 60% of staff
 - New pay spine April 2019
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Pay offer (ii)

- National paybill cost for councils:

Bottom-loading / assimilation	1.544%
2.0% + 2.0% headline	<u>4.040%</u>
	5.584%

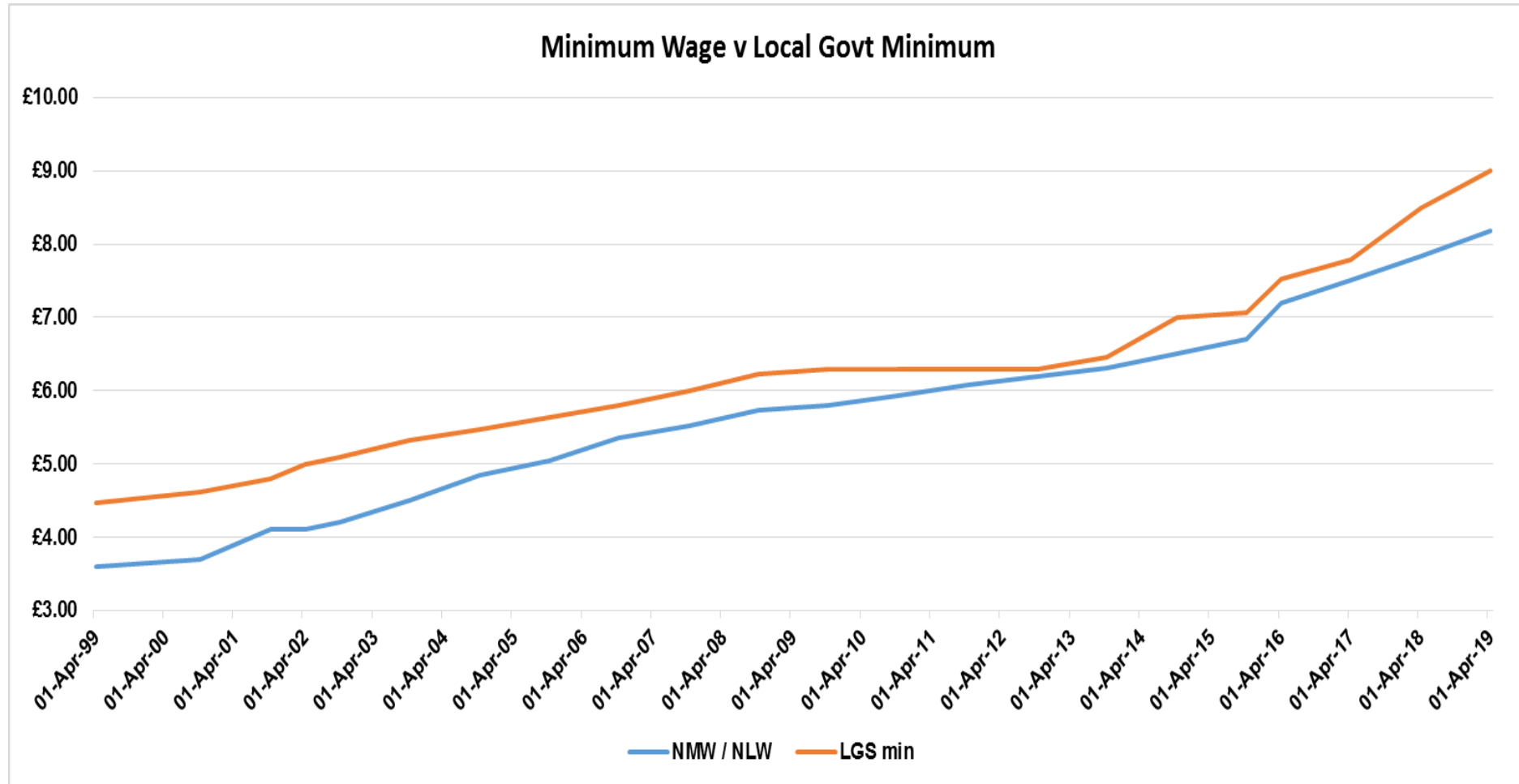
 - Estimated non-teaching paybill cost for schools:

Year one 2018 / 19	3.978%
Year two 2019 / 20	<u>3.928%</u>
	7.906%
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NJC v NLW

- NJC bottom rate 1 Apr 18 (*offer*) = £8.50
 - National Living Wage 1 Apr 18 = £7.83
 - NJC bottom rate 1 Apr 19 (*offer*) = £9.00
 - OBR f'cast (Nov) NLW 1 Apr 19 = £8.18
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Minimum pay



What next?

- Unions' consultation ends 9 March
 - UNISON & Unite recommending rejection
 - GMB recommending 'best that can be achieved'
 - National Employers meet 10 April
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And finally...

- Comments and Questions...
- Keep up to date...

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