

Local government pay 2023

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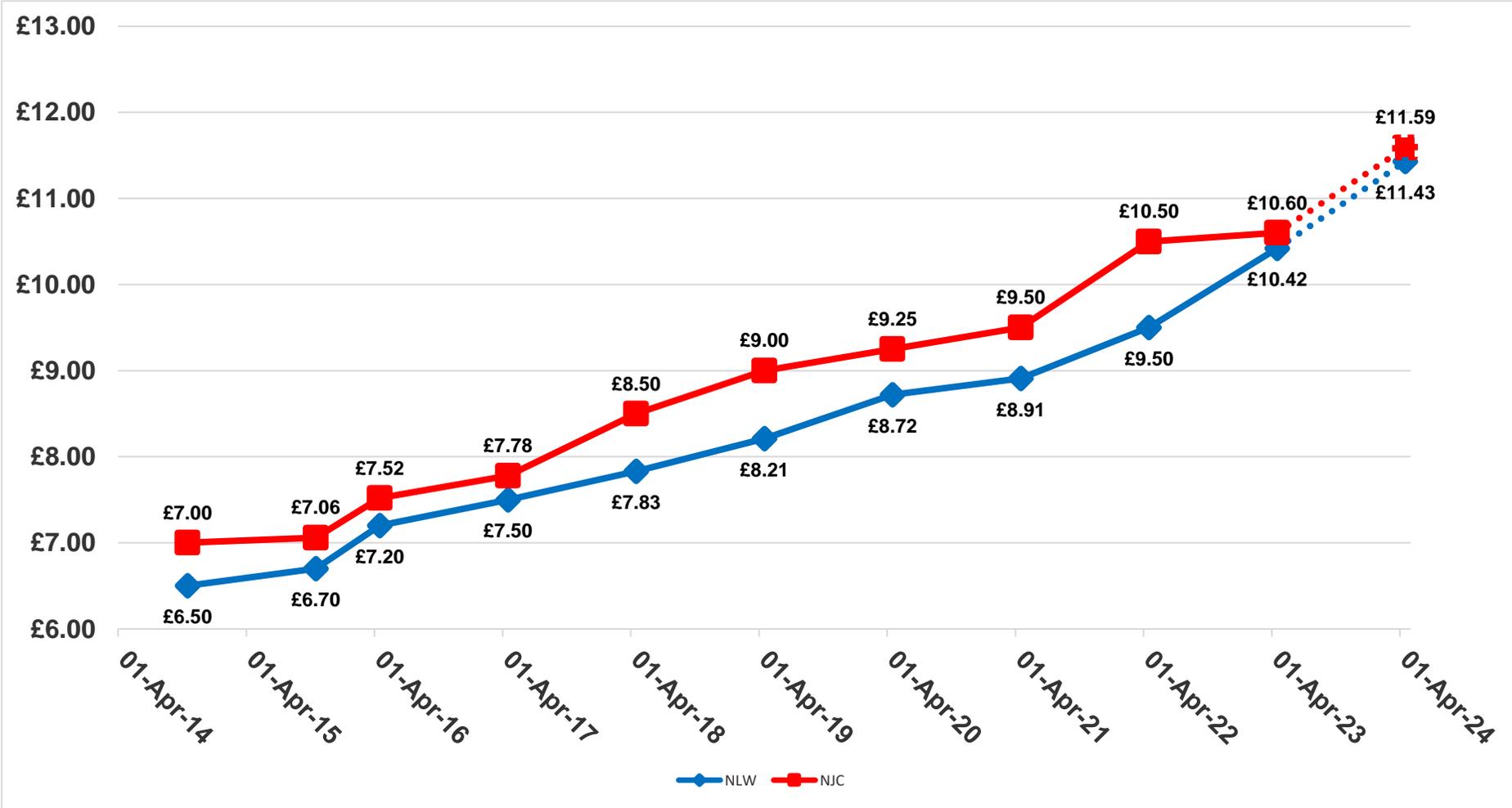
Full and final pay offer

- **For one year, 1 April 2023 – 31 March 2024**
 - **£1,925 (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive**
 - **3.88 per cent on all pay points 43 and above (but graded below deputy chief officer in accordance with Green Book Part 2 Para 5.4)**
 - **All three unions have rejected**
 - **Agreement unlikely for many months**
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NJC v National Living Wage (NLW)

- **NJC bottom pay point (1 April 2022) = £ 10.60**
(pending 2023 pay deal)
 - **NJC bottom pay point (1 April 2023) = £ 11.59**
(if pay offer accepted)
 - **NLW 1 April 2023 = £ 10.42**
 - **Current forecast NLW 1 April 2024 = £ 11.16**
(upper estimate, £11.43)
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NJC minimum rate v NLW



The 'overlap' issue

	01-Apr-20	01-Apr-21	01-Apr-22	01-Apr-23	01-Apr-24	01-Apr-25
NJC min	£9.25	£9.50	£10.50	£10.60 (£11.59 if offer accepted)	£x?	
NLW	£8.72	£8.91	£9.50	£10.42	£11.43 (LPC max forecast)	£x?

Next steps

- **GMB ‘reject’ consultation closes 28 April**
 - **Unite ‘reject’ consultation closes 1 May**
 - **UNISON formal strike ballot, late May to early July**
 - **Strike action in councils from August? In schools from September?**
 - **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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Q&As

Keep up to date with the pay negotiations:

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