

POWYS COUNTY COUNCIL

Pay Policy Statement 2018/19

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POWYS COUNTY COUNCIL

Pay Policy Statement 2018/19

1. Introduction and Purpose

- 1.1 This Pay Policy statement sets out the Council's approach to pay policy in accordance with the requirements of Section 38 (1) of the Localism Act 2011. The Act requires English and Welsh local authorities to produce and publish a pay policy statement each financial year, detailing:
- The authority's policies towards all aspects and elements of the remuneration of chief officers
 - Their approach to the publication of and access to information relating to all aspects of the remuneration of chief officers
 - The authority's policies towards the remuneration of its lowest paid employees (including the definition adopted and reasons for it)
 - The relationship between the remuneration of its chief officers and other employees.
- 1.2 Local authorities are large complex organisations with multi-million pound budgets. They have a very wide range of functions and provide and/or commission a wide range of essential services. The general approach to remuneration levels may therefore differ from one group of employees to another to reflect specific circumstances at a local, Welsh or UK national level. It will also need to be flexible when required to address a variety of changing circumstances whether foreseeable or not.
- 1.3 The Council will continue to develop a Pay Policy and Strategy in this context and will seek to align rewards systems with business objectives. Once approved by the full Council, as required by the legislation prior to 31 March 2018, this pay policy statement will come into effect from 1 April 2018, and will be subject to review on a minimum of an annual basis in accordance with the relevant legislation prevailing at that time.

2. Legislative Framework

- 2.1 In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes:
- Equality Act 2010
 - Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000
 - The Agency Workers Regulations 2010
 - Transfer of Undertakings (Protection of Earnings) Regulations.
- 2.2 With regard to the Equal Pay requirements contained within the Equality Act, the Council will ensure there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the use of equality proofed Job Evaluation mechanisms which directly relate salaries to the requirements, demands and responsibilities of the role.

3. Scope of the Pay Policy

- 3.1 The Localism Act 2011 requires authorities to develop and make public their pay policy on all aspects of Chief Officer Remuneration (including on ceasing to hold office), and that pertaining to the 'lowest paid' in the authority, explaining their policy on the relationship between remuneration for Chief Officers and other groups.
- 3.2 Nothing within the provisions of the Localism Act 2011 detracts from the Council's autonomy in making decisions on pay that are appropriate to local circumstances and which deliver value for money for local tax payers.

4. Development of Pay and Reward Strategy

- 4.1 The primary aim of a reward strategy is to attract, retain and motivate suitably skilled staff so that the organisation can perform at its best. The biggest challenge for the council in the current circumstances is to maximise productivity and efficiency within current resources. The pay policy then is a matter of striking a sometimes difficult balance between setting remuneration levels at appropriate levels to facilitate a sufficient supply of appropriately skilled individuals to fill the authority's very wide range of posts, and ensuring that the burden on the taxpayer does not become greater than can be fully and objectively justified.
- 4.2 In this context it does need to be recognised that at the more senior grades in particular, remuneration levels need to enable the attraction of a suitably wide pool of talent (which will ideally include people from the private as well as public sector and from outside as well as within Wales), and the retention of suitably skilled and qualified individuals once in post. It must be recognised that the council will often be seeking to recruit in competition with other good public and private sector employers.
- 4.3 In addition the council is a major employer in the area. As such we must have regard to our role in improving the economic well-being of the people of the County. The availability of good quality employment on reasonable terms and conditions and fair rates of pay has a beneficial impact on the quality of life in the community as well as on the local economy.
- 4.4 In designing, developing and reviewing Pay and Reward strategy the council will seek to balance these factors appropriately to maximise outcomes for the organisation and the community it serves, while managing pay costs appropriately and maintaining sufficient flexibility to meet future needs.

5. Specific Local Factors Affecting Pay Policy

5.1 Local Labour Market Factors

Data from the 2011 Census and other statistics relating to Powys population trends and labour market information indicates a low birth rate and a large outward migration of young people coupled with a large inward migration of older people. Powys is seen as an attractive place to retire and there are limited opportunities for higher education and employment opportunities for young people. Currently the Council employs very few young people under the age of 21 and opportunities for school leavers and graduates have been limited, mainly due to the economic climate and the constraints on budgets. The Council's workforce reflects the community which is steadily getting older and it is recognised that the Council will need to react to this trend by introducing employment and training opportunities for young people if we are to have sufficient skills to sustain services in the future.

5.2 Current Recruitment and Retention Issues

Traditionally Powys County Council has difficulties attracting large numbers of candidates for 'hard to fill' posts. These have tended to be in the areas of Social Care, in particular for Social Workers and Children's Residential Care Workers. This difficulty also exists with Chief Officer roles and to a lesser degree in other professionally qualified areas such as Planning, Engineering, Legal and Finance. The Council also has an ageing population in comparison to other Local Authorities in Wales and this, combined with the rural nature of the county, means that the Council can experience difficulties with recruitment and retention. As such the Council has introduced an Apprenticeship initiative including career graded pay rates.

6. Pay Structure

6.1 Current Position

The Council applies the NJC nationally negotiated pay spine as the basis for its grading structure. This determines the salaries of the larger majority of the workforce (with the exception of teachers). The 2016-2018 national pay award was effective from 1st April 2016 with employees within the scale point range 18 – 49 receiving a 1% increase. Employees in the scale point range 6 – 17 received an increase ranging from 6.6% to 1.18%.

As part of the same pay agreement, effective from 1st April 2017, employees within the scale point range 6 – 18 received an increase ranging from 3.45% to 1.28%. Employees within the scale point range 19 – 49 are to receive a 1% increase.

The 2018 Pay Agreement has yet to be confirmed, with negotiations between the Employers Side and Trade Unions currently on-going. As such, the pay rates effective from 1st April 2017 will apply until a 2018 pay agreement is announced.

Please see section 6.4 regarding the impact of the Living Wage Foundation rate on spinal column points 6 – 12 inclusive. The pay spine is attached at Appendix A.

6.2 Job Evaluation

The Council's systematic approach to determining the value and worth of posts that are currently subject to the NJC nationally agreed pay spine was implemented from the 1st April 2013. This revised pay and grading structure was subject to an equal pay audit. Payment protection paid to staff suffering a detriment was agreed for a 12 month period and ended on the on 31st March 2014.

6.3 Terms and Conditions

In conjunction with the job evaluation process a review of associated terms and conditions has been undertaken which has consolidated the range of nationally and locally negotiated terms which have been agreed through previous collective bargaining. The objective is to apply a single status approach across the authority which is fair for all staff and which also complies with the equality impact assessment.

6.4 Living Wage

Following acceptance of the 2018/19 budget at the Full Council meeting on 22 February 2018, it was agreed that the 2017/18 Living Wage Foundation rate of £8.45 per hour (£16,303 FTE) will remain in place from 1 April 2018. This is paid as a Living Wage Supplement, through uplift to the salary points, as outlined in Appendix A.

The 2018 National Pay Negotiations are likely to increase the pay of the lowest paid employees to at least £8.50 per hour, thus superseding the £8.45 per hour Living Wage Foundation rate.

For reference, the Council continues to pay the lowest paid staff significantly above the Statutory National Living Wage and National Minimum Wage rates, which are as follows:

Year	25 and over	21 to 24	18 to 20	Under 18	Apprentice
1 st April 2017	£7.50	£7.05	£5.60	£4.05	£3.50
1 st April 2018	£7.83	£7.38	£5.90	£4.20	£3.70

6.5 Acting Up/Honoraria

On occasions when employees undertake additional responsibilities for a limited period of time, the Head of Service will have the discretion to award an honorarium or acting up payment. This will be applied in line with the Guidance attached at Appendix B.

6.6 Pay and Performance

From April 2015, a new Individual Performance Review (IPR) process was introduced, replacing all previous methods. The Authority expects high levels of performance from all its' employees. Individual performance is managed and supported by line managers, and the relationship between line manager and staff member is key to having engaged, motivated staff, who are enabled in their work and can utilise their ideas to improve service. There are no bonus related pay incentives in place.

7. Accountability and Decision Making

- 7.1 In accordance with statutory requirements and the Constitution of the Council policies relating to the recruitment, pay, terms and conditions, and severance arrangements of all employees of the Council is the responsibility of the Council.

8. Chief Officer Remuneration

8.1 Definition of Chief Officer:

For the purposes of this statement, 'chief officers' are as defined within S43 of the Localism Act. The posts falling within the statutory definition are set out below:

- Chief Executive
- Strategic Directors
- Director
- Heads of Service

The above posts are governed by JNC terms and conditions of employment.

The 2016-2018 nationally agreed pay award applies a 1% uplift to salaries from 1st April 2017. There have been no discussions nationally regarding any subsequent pay awards.

The Council also has a category of employees employed on Senior Manager (SM) grades. These grades fall between the top of the NJC pay spine and the bottom of the Head of Service range. These posts are governed by NJC terms and conditions of employment, with national pay awards applied accordingly.

The grades ranges for all the above posts are agreed locally and are attached at Appendix C.

The Council has a number of posts within the Schools Service and Youth Service that are employed under Soulbury or Youth & Community terms and conditions. The Soulbury grades are attached at Appendix D, with Youth & Community attached at Appendix E. The last pay award agreed for both bodies was 1% effective from 1st September 2016, with a further 1% to be applied from 1st September 2017. There have been no discussions held nationally regarding any subsequent pay awards.

8.2 Recruitment of Chief Officers

The Council's policy and procedures with regard to the recruitment of Chief Officers is set out within Part 4 of the Constitution. When recruiting to all posts the Council will take full and proper account of its Equal Opportunities, Recruitment and Redeployment policies. The determination of the remuneration to be offered to any newly appointed Chief Officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment.

8.3 Policy on the Payment of Chief Officers on ceasing to hold office or to be employed by the Council

Should a Chief Officer be in a redundancy situation and no alternative employment can be found they will, like all other employees, be entitled to compensation in line with the Council's Redundancy Compensation Scheme.

The Council's approach to statutory and discretionary payments on termination of employment of chief officers (and all other employees), prior to reaching normal retirement age, is set out within its Early Retirement and Redundancy Policy, in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006. This is in respect of a redundancy payment being based on actual weekly earnings (Regulation 5) and when an enhanced redundancy payment of up to 45 weeks would be granted (Regulation 6). Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007 do not apply as the Authority does not increase the total membership of active members (Regulation 12) or award additional pension (Regulation 13).

Decisions relating to any other payments falling outside the provisions or the relevant periods of contractual notice will be taken by those officers and members authorized to do so by the Constitution.

9. Re-employment of Staff

9.1 The Council has a Re-employment of Former Employees Policy which came in to effect from 1 September 2014.

9.2 The purpose of the policy is to set out the Council's approach to the re-employment of certain categories of ex-employees.

9.3 Ex-employees who have left the Council's employment on the grounds of redundancy or efficiency and received redundancy / severance payments and/or early retirement benefits, the Council will not engage such ex-employees on a contract of employment, or through an employment agency, nor engage them in a contract for services, for a period of 12 months from the date of termination of their employment.

- 9.4 Ex-employees who have been dismissed on the grounds of misconduct or lack of capability, or have resigned in circumstances where sufficient evidence existed to convene a formal hearing to consider dismissal on those grounds, will not be re-employed by the Council. The Council will not engage with their services through an employment agency nor under a contract for services, and there is no qualifying period applicable.
- 9.5 The Council recognises that there may be a compelling case for re-employment or re-engagement in some exceptional circumstances, which may be driven by the needs of the Council. Appointments are not made without express permission of the Head of Professional Services and relevant Director, with advice sought from the Section 151 Officer and the Monitoring Officer in respect of financial or legal implications.

10. Remuneration at the Lowest Grades

- 10.1 The lowest paid employees employed under a contract of employment with the Council, are remunerated on full time equivalent salaries in accordance with the minimum NJC spinal column point currently in use within the Council's grading structure. From 1st April 2018 this is spinal column point 6, £15,107 FTE per annum (£7.83 per hour), however as outlined in 6.4, the Living Wage Foundation rate is applied which increases this minimum scale point value to £16,303 FTE per annum. The enhanced pay rates will remain in place until the current pay negotiations are agreed, when the rate will likely be superseded.
- 10.2 The Council does run an apprenticeship scheme where individuals are engaged under a fixed term contract for a period of three years. During this time their rates of pay comply with the nationally applied rates for an apprentice and therefore they do not fall into the category of lowest grade or lowest paid in the council.
- 10.3 The relationship between the rate of pay for the lowest paid and chief officers is determined by the processes used for determining pay and grading structures as set out earlier in this policy statement

11. Pay Relativities within the Authority

- 11.1 The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010). The Hutton Report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organisation. The report concluded that the relationship to median earnings was a more relevant measure and the Government's Code of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the median average salary of the whole of the Authority's workforce.
- 11.2 The multiples of pay for Powys County Council are as follows:

1. The multiple between the lowest paid full time equivalent employee and the chief executive is 1:8.31 *(Previous year 1:8.41)*
2. The multiple between the lowest paid employee and mean average chief officer is 1:5.23 *(Previous year 1:5.23)*
3. The multiple between the median (average) full time equivalent earnings (excluding schools) and the chief executive is 1:6.56 *(Previous year 1:6.70)*
4. The multiple between the median (average) full time equivalent earnings (excluding schools) and mean average chief officer is 1:4.13 *(Previous year 1:4.10)*

(information based on Payroll data January 2018)

12. Publication

- 12.1 Upon approval by the full Council, this statement will be published on the Council's website.

13. Partnership with Trade Unions

- 13.1 The Council will endeavour to maintain the constructive partnership approach that it has developed with the recognised Trade Unions and will continue to work closely with them on pay related matters. Collective bargaining will be followed as appropriate for any proposed changes to pay and /or allowances.

14. Reviewing the Policy

- 14.1 This Policy outlines the current position in respect of pay and reward within the Council and it will be reviewed over the next year to ensure that it meets the principles of fairness, equality, accountability and value for money for the citizens of Powys. The Policy will be reviewed annually and reported to Council.

Pay Scales for NJC Employees – applicable from 1 April 2018

Grade	Scale Point (SCP)	FTE Salary (£)	1/12th Monthly FTE (£)	Hourly Rate (365*7/37) (£)
Grade 1 (0-234)	6*	15,107	1,258.92	7.8304
Grade 2 (235-279)	7*	15,115	1,259.58	7.8345
	8*	15,246	1,270.50	7.9024
	9*	15,375	1,281.25	7.9693
Grade 3 (280-324)	10*	15,613	1,301.08	8.0926
	11*	15,807	1,317.25	8.1932
	12*	16,123	1,343.58	8.3570
	13	16,491	1,374.25	8.5477
Grade 4 (325-369)	14	16,781	1,398.42	8.6980
	15	17,072	1,422.67	8.8489
	16	17,419	1,451.58	9.0287
	17	17,772	1,481.00	9.2117
Grade 5 (370-414)	18	18,070	1,505.83	9.3662
	19	18,746	1,562.17	9.7165
	20	19,430	1,619.17	10.0711
Grade 6 (415-459)	21	20,138	1,678.17	10.4381
	22	20,661	1,721.75	10.7091
	23	21,268	1,772.33	11.0238
Grade 7 (460-499)	24	21,962	1,830.17	11.3835
	25	22,658	1,888.17	11.7442
	26	23,398	1,949.83	12.1278
Grade 8 (500-539)	26	23,398	1,949.83	12.1278
	27	24,174	2,014.50	12.5300
	28	24,964	2,080.33	12.9395
Grade 9 (540-579)	29	25,951	2,162.58	13.4511
	30	26,822	2,235.17	13.9026
	31	27,668	2,305.67	14.3411
Grade 10 (580-619)	33	29,323	2,443.58	15.1989
	34	30,153	2,512.75	15.6291
	35	30,785	2,565.42	15.9567
Grade 11 (620-649)	36	31,601	2,633.42	16.3796
	37	32,486	2,707.17	16.8384
	38	33,437	2,786.42	17.3313
Grade 12 (650-679)	39	34,538	2,878.17	17.9020
	40	35,444	2,953.67	18.3716
	41	36,379	3,031.58	18.8562
Grade 13 (680-719)	43	38,237	3,186.42	19.8193
	44	39,177	3,264.75	20.3065
	45	40,057	3,338.08	20.7626
Grade 14 (720+)	47	41,967	3,497.25	21.7526
	48	42,899	3,574.92	22.2357
	49	43,821	3,651.75	22.7136

* Please see Living Wage Foundation Supplement values on next page

Living Wage Foundation Rates applicable from 1 April 2018:

Powys County Council applies a discretionary Living Wage supplement to all employees earning less than £8.45 per hour from 1 April 2018. The Living Wage supplement is not guaranteed and is subject to regular review by the Council, is non contractual and can be removed at any time.

The following Grades and Scale points (6 to 12 inclusive) are uplifted through a salary value of £16,303 FTE per annum, £8.45 per hour from 1 April 2018:

Grade	Scale Point (SCP)	FTE Salary (£)	1/12th Monthly FTE (£)	Hourly Rate (365*7/37) (£)
Grade 1 (0-234)	6*	16,303	1,358.58	8.45
Grade 2 (235-279)	7*	16,303	1,358.58	8.45
	8*	16,303	1,358.58	8.45
	9*	16,303	1,358.58	8.45
Grade 3 (280-324)	10*	16,303	1,358.58	8.45
	11*	16,303	1,358.58	8.45
	12*	16,303	1,358.58	8.45
	13	16,491	1,374.25	8.5477

Acting Up / Honoraria and Relief Arrangements

Cover for Managers /Supervisors

Acting up allowances will be paid in the event of a temporary and unforeseen absence of a manager or supervisor where an employee is required to cover the duties of the post for more than one calendar month. Cover provided for absences less than this will not be paid.

Where an absence is likely to be lengthy, e.g Maternity Leave, managers must consider making an appointment to the temporary vacancy through advertisement to a wider field of potential applicants.

Once cover extends beyond one month then employees will be paid the difference between their own rate and the job evaluated rate for the job being covered, backdated to the beginning of the period of cover. A minimum of one spinal column point higher will be paid. A percentage of the difference in rate may be made to reflect a lesser range of responsibilities being covered. Percentage acting up allowances may be paid to more than one member of a team if responsibilities are being shared. Where full duties are shared the acting allowances should be equal to the full difference in salary.

Honoraria

On occasion when employees undertake additional responsibilities for a limited period of time the Head of Service will have the discretion to award an honorarium. This will not be a full job evaluated rate given the time limits on the responsibilities however the job evaluation scheme can be used to help establish a reasonable honoraria rate. If the additional duties are outside the usual knowledge and skill requirements it maybe necessary to use market information (in accordance with the market supplement policy) to establish a payment level. Honoraria should cease after 12 months. If the additional duties continue then an evaluated rate must be established, if necessary with a market premium, in accordance with the market Supplement Policy.

Relief / Casual Arrangements

Where there is a business requirement for a relief duty officer e.g as part of a duty roster a single fixed job evaluated rate for the relief role should be established and paid as a change of rate for the period during which the employee covers the duty requirements.

Casual workers are entitled to the evaluated rate for the job unless they are not required to cover the full duties of the job. If this is the case then a casual worker job evaluated rate must be established. The casual worker is entitled to any allowances arising from non-standard working in the same circumstances as an established employee.

Chief Officer & Senior Manager Pay Scales
National Pay Rates applicable from 1 April 2017

Type	Description	Grade	SCP	New Salary	New Monthly Salary 1/12th
Senior Manager	Senior Manager 2	SM2	003	£48,988.00	£4,082.33
			004	£50,849.00	£4,237.42
			005	£51,409.00	£4,284.08
			006	£52,714.00	£4,392.83
	Senior Manager 1	SM1	009	£55,880.00	£4,656.67
			010	£57,370.00	£4,780.83
			011	£58,861.00	£4,905.08
			012	£60,352.00	£5,029.33
Heads of Service	Heads of Service 3	HS3	013	£60,307.00	£5,025.58
			014	£61,784.00	£5,148.67
			015	£63,248.00	£5,270.67
			016	£64,723.00	£5,393.58
	Heads of Service 2	HS2	017	£65,543.00	£5,461.92
			018	£67,729.00	£5,644.08
			019	£69,912.00	£5,826.00
			020	£72,098.00	£6,008.17
	Heads of Service 1	HS1	021	£74,281.00	£6,190.08
			022	£76,467.00	£6,372.25
			023	£78,652.00	£6,554.33
			024	£80,836.00	£6,736.33
Director	Director 2	D2	025	£82,180.00	£6,848.33
			026	£84,437.00	£7,036.42
			027	£86,694.00	£7,224.50
			028	£88,953.00	£7,412.75
	Director 1	D1	029	£93,221.00	£7,768.42
			030	£95,477.00	£7,956.42
			031	£97,735.00	£8,144.58
			032	£99,992.00	£8,332.67
Strategic Directors **		SD1	033	£100,319.00	£8,359.92
			034	£102,578.00	£8,548.17
			035	£102,779.00	£8,564.92
			036	£104,992.00	£8,749.33
Chief Executive *		CE1	037	£126,908.00	£10,575.67
			038	£129,763.00	£10,813.58
			039	£132,618.00	£11,051.50
			040	£135,473.00	£11,289.42

The Chief Executive is also the Returning Officer and payment for these duties for each electoral division or community ward is made as follows:

Contested Election	£110
Uncontested Election	£ 55

Returning Officer fees for national elections and referenda are paid by central government.

Soulbury Pay Agreement

National Pay Rates applicable from 1 September 2016 & 1 September 2017

Educational Improvement Professionals (EIPs)

SCP	01/09/2017
1	34,067
2	35,287
3	36,439
4	37,606
5	38,767
6	39,928
7	41,148
8	42,321
9	43,689
10	44,908
11	46,112
12	47,277
13	48,597
14	49,773
15	51,073
16	52,248
17	53,426
18	54,582
19	55,775
20	56,391
21	57,575
22	58,607
23	59,744
24	60,762
25	61,851
26	62,914
27	64,001
28	65,102
29	66,207
30	67,309
31	68,402
32	69,512
33	70,623
34	71,761
35	72,895
36	74,062
37	75,210
38	76,371
39	77,515
40	78,659
41	79,809
42	80,958
43	82,106
44	83,259
45	84,410
46	85,562
47	86,719
48	87,865
49	89,016
50	90,168

Educational Psychologists

SCALE A

SCP	01/09/2017
1	35,731
2	37,545
3	39,359
4	41,171
5	42,984
6	44,797
7	46,504
8	48,211
9	49,810
10	51,411
11	52,903

SCALE B

SCP	01/09/2017
1	44,797
2	46,504
3	48,211
4	49,810
5	51,411
6	52,903
7	53,516
8	54,661
9	55,795
10	56,950
11	58,081
12	59,235
13	60,409
14	61,543
15	62,731
16	63,908
17	65,093
18	66,276

Young People's / Community Service Managers Spine

SCP	01/09/2017
1	35,333
2	36,489
3	37,645
4	38,824
5	40,023
6	41,192
7	42,388
8	43,747
9	44,497
10	45,654
11	46,805
12	47,958
13	49,103
14	50,259
15	51,417
16	52,578
17	53,745
18	54,904
19	56,057
20	57,235
21	58,435
22	59,663
23	60,915
24	62,194

**JNC for Youth & Community Workers
National Pay Rates applicable from 1 September 2016 & 1 September 2017**

Support Worker Range

Youth & Community Support Worker Range				Living Wage Foundation Impact		
SCP	01/09/2016	01/09/2017		SCP	01/09/2016	01/09/2017
1	-	-		1	-	-
2	15,507	15,807	**	2	15,917	16,303
3	16,117	16,417		3	16,117	16,417
4	16,681	16,931		4	16,681	16,931
5	17,241	17,491		5	17,241	17,491
6	17,828	18,006		6	17,828	18,006
7	18,450	18,636		7	18,450	18,636
8	19,069	19,260		8	19,069	19,260
9	19,856	20,055		9	19,856	20,055
10	20,472	20,677		10	20,472	20,677
11	21,467	21,682		11	21,467	21,682
12	22,441	22,665		12	22,441	22,665
13	23,445	23,679		13	23,445	23,679
14	24,485	24,730		14	24,485	24,730
15	25,194	25,446		15	25,194	25,446
16	25,935	26,194		16	25,935	26,194
17	26,662	26,929		17	26,662	26,929

**** SCP 2 uplifted in line with Living Wage Foundation rate**

Professional Range

Youth & Community Professional Range		
SCP	01/09/2016	01/09/2017
13	23,445	23,679
14	24,485	24,730
15	25,194	25,446
16	25,935	26,194
17	26,662	26,929
18	27,396	27,670
19	28,123	28,404
20	28,852	29,141
21	29,672	29,969
22	30,601	30,907
23	31,505	31,820
24	32,413	32,737
25	33,329	33,662
26	34,243	34,585
27	35,159	35,511
28	36,085	36,446
29	37,005	37,375
30	37,924	38,304
31*	38,545	38,930
32*	39,565	39,961

* discretionary points