

## NJC PAY SPINE REVIEW UPDATE

### Review of the NJC 'Green Book' Pay Spine

As you will be aware, an Agreement was reached between the Trade Union Side and the Employers on a two-year pay deal for 2016-18 across Local Government.

All councils, schools and academies that follow the NJC should have now implemented the agreement.

In addition to the pay agreement, two joint reviews were agreed:

- 1) **Review of term - time working in schools, and**
- 2) **Review of the national joint council pay spine.**

The National Joint Council (NJC) has now started to conduct a review of the NJC pay spine. The GMB is a member of the NJC.

The primary reason for the review of the pay spine is because of the introduction of the National Living Wage.

It is important to state from the outset that a restructured pay spine will not be possible without some additional cost for councils. However, both employer and trade union sides will endeavour to achieve an outcome that is financially viable for employers and fair to employees.

**The agreed Terms of Reference for the Pay Spine Review are set out on page 2 of this newsletter.**

### Next Steps

The Joint Secretaries, of which the GMB is a member, do not underestimate the challenge we face in designing a restructured pay spine that is capable of withstanding annual changes to the National Living Wage rate (without the need for regular fundamental reviews), whilst retaining its current flexibility for local employers to apply local pay and grading structures.

Regular meetings have been scheduled for the foreseeable future and the aim is to conclude the review of the NJC Pay Spine by 30 June 2017.

Both Sides will liaise with experts who have practical and technical experience in the design and use of pay and grading structures and who will advise the Joint Secretaries during the review process.

Throughout the course of the review, the Joint Secretaries will keep their respective constituents updated on developments. However, for obvious reasons, we will not be able to give a '*running commentary*' on our discussions.

Before any final agreement is reached, the proposed restructured pay spine will be subject to full consultation with councils and union members. Your union will keep you updated.

**ALL LOCAL GOVERNMENT STAFF  
CAN  
GET INVOLVED**

**Joining the GMB is easy, quick and fast. You, or your colleagues, can join via one of the following methods:**

1. Online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join)
2. Complete the GMB application form and post to GMB Public Services Section, 22 Stephenson Way, London. NW1 2HD.
3. Ring 020 7391 6700 and ask how you can join.
4. Email [info@gmb.org.uk](mailto:info@gmb.org.uk) asking for a membership form.
5. Ask the GMB to visit your workplace and work colleagues: Email [info@gmb.org.uk](mailto:info@gmb.org.uk) and arrangements can be made to have a face-to-face meeting.

**Ensure your membership details are correct by registering with GMB online:** <https://www.gmb.org.uk/login>

**Why Join GMB?**

GMB is Britain's fastest growing trade union. GMB is a campaigning trade union; its job is to get the best deal for GMB members at work and is committed to building a strong organisation in every GMB workplace and to help make every workplace safer. Whoever you are, wherever you work, joining GMB is the right decision.

**GMB Membership Subscriptions:**

**Full time - £12.57 (£2.80 a week)**

**Part time - £7.37 (£1.70 a week)**

**NJC PAY SPINE REVIEW  
TERMS OF REFERENCE**

The NJC needs to meet the challenge of ensuring that a restructured pay spine is capable of withstanding annual changes to the National Living Wage rate, without the need for regular and fundamental reviews of pay structures. The spine is a valuable foundation on which individual councils build the detail of their local grading structures, which, in themselves, need adapting to new forms of service integration and devolution.

To take forward this review, the Joint Secretaries have set up a working group with the following aims:

**To ensure the restructured NJC pay spine is capable of:**

- Accommodating changes to the National Living Wage rate;
- Adapting to differentials in levels of pay and responsibility;
- Accommodating all local government services roles within scope of the NJC;
- Managing the assimilation of other roles, including health, craft, youth and Soulbury that are transferred to Green Book pay structures;
- Being used locally to recognise contribution and progression.

**To ensure the NJC pay spine remains:**

- Compliant with the requirements of the Equality Act 2010;
- Consistent with single status principles.

**To ensure review outcomes:**

- Have firm timescales for completion;
- Take into account the potential impact on pay arrangements in London;
- Are financially viable for employers and fair to employees.

**Additional input:**

To support the review, the Joint Secretaries will be advised by colleagues who have practical and technical expertise in the design and use of pay and grading structures.

**Join online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join)**





# GMB—EXPERTS IN THE WORLD OF WORK

It can be as simple as a new manager, or a new way of working that causes you a problem at work. Guard against that day by joining GMB now.

Over 612,000 workers have already joined. Only GMB members get GMB help.

**IF YOU WORK YOU NEED GMB@WORK**

Join now at [www.gmb.org.uk/join](http://www.gmb.org.uk/join) or fill in the form below

then hand the form to your local GMB representative, or post it to:

Freepost RSTL-ULCH-JBET GMB, 22 Stephenson Way, LONDON NW1 2HD (you do not need a stamp).

If you have any questions contact GMB: email [info@gmb.org.uk](mailto:info@gmb.org.uk) or visit our website [www.gmb.org.uk](http://www.gmb.org.uk)

FOR GMB USE ONLY	Section <input type="text"/>	Branch number <input type="text"/>	Membership number <input type="text"/>	Date of joining <input type="text"/>
------------------	------------------------------	------------------------------------	--	--------------------------------------

## GMB membership application form PLEASE USE BLOCK CAPITALS

### 1 TELL US ABOUT YOU

Surname <input type="text"/>	First name <input type="text"/>	Title Mrs/Miss/Ms/Mr <input type="text"/>	Date of birth <input type="text"/>
Home address <input type="text"/>	Postcode <input type="text"/>	Home phone number <input type="text"/>	Mobile number <input type="text"/>
Email <input type="text"/>			
We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members Bangladeshi <input type="checkbox"/> / Black African <input type="checkbox"/> / Black Caribbean <input type="checkbox"/> / Black British <input type="checkbox"/> / Chinese <input type="checkbox"/> / Indian <input type="checkbox"/> / Irish <input type="checkbox"/> / Pakistani <input type="checkbox"/> / White <input type="checkbox"/> / Other: <input type="text"/>			
National Insurance number <input type="text"/>	I agree to abide by GMB rules Signed <input type="text"/>		Date <input type="text"/>

### 2 TELL US ABOUT YOUR JOB

Employer <input type="text"/>	Your job <input type="text"/>
Address where you work <input type="text"/>	Postcode <input type="text"/>
How many hours a week do you work? <input type="text"/>	Pay number <input type="text"/>
Work phone number <input type="text"/>	Pay date <input type="text"/>

### 3 PLEASE SELECT WHEN YOU WOULD LIKE THE DIRECT DEBIT TO BE DEDUCTED FROM YOUR ACCOUNT

If you are paid monthly	<input type="text"/> 1st day of the month*	<input type="text"/> 15th day of the month*	<input type="text"/> Last day of the month*	* or next working day
OR if you are paid 4 weekly	<input type="text"/> 1st Friday	<input type="text"/> 2nd Friday	<input type="text"/> 3rd Friday	<input type="text"/> 4th Friday

### 4 INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT



Please fill in the form below and send to: Freepost RSTL-ULCH-JBET, GMB, 22 Stephenson Way, LONDON NW1 2HD

Service User Number

#### Name and full postal address of your Bank or Building Society branch

To the Manager of <input type="text"/>	Bank/Building Society <input type="text"/>
Address <input type="text"/>	
Postcode <input type="text"/>	

Instructions to your Bank or Building Society: Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society.

Signature(s) <input type="text"/>	Date <input type="text"/>
-----------------------------------	---------------------------

#### Name(s) of account holder(s)

For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.

#### Bank/Building Society account number

#### Bank/Building Society Sort Code

Banks or Building Societies may not accept Direct Debit instructions for some types of account

Reference number (GMB use only)