

Colenzo Jarrett-Thorpe  
Staff Side Secretary  
JNC for Youth and Community Workers  
Unite House  
128 Theobald's Road  
London  
WC1X 8TN

13 July 2018

Dear Colenzo

### **JNC Youth and Community Workers - Response to Staff Side's Pay and Conditions Claim 2018**

Following the meeting of the JNC for Youth and Community Workers on 9 July, I am writing to confirm the final response of the Employers' Side to the Staff Side's pay and conditions claim for 2018 as follows (in bold):

*i) to join with Staff Side to mount a strong campaign to promote and defend youth services including hosting regional roadshows with staff and encompassing community, not for profit and voluntary sector employers*

**The Employers' Side is unable to agree to join with the Staff Side in this campaign but can propose some joint working with the LGA's Children and Young People Board to promote the sector.**

*ii) to continue to recognise the JNC agreement and commit to maintaining it for all youth and community work staff, both in local authorities and community, not for profit and voluntary sector providers.*

**The Employers' Side is currently content to continue with the JNC bargaining arrangements. It is unable to commit to a position that all local authorities and community, not for profit and voluntary sector providers should maintain it for their staff. We believe that all providers have the discretion and autonomy on whether to apply the Agreement or not.**

*iii) to give a rise of £1000 or 5%, whichever is the greater, on all grades and allowances from September 2018 and a rise of £1000 or 5%, whichever is the greater, on all grades and allowances from September 2019.*

**The Employers' Side is unable to meet the claim of a rise of £1000 or 5% for 2018 and for 2019. The Employers' Side has considered this and in light of the clear and consistent message from our consultation process with local authorities we continue to believe that the broad framework of the offer made to you on 9 July balances the desire to provide a fair pay increase for all staff that is within the limits of affordability and which is consistent with pay offers made to other parts**

of the local government workforce. Following the discussions at the JNC, we have made some minor adjustments to the cash values at points 2-6 in both 2018 and 2019. The final offer is set out below:

**From 1 September 2018**

- £950 on pay point 2
- £850 on pay point 3
- £750 on pay point 4
- £650 on pay point 5
- £550 on pay point 6
- 2% on all other pay points
- 2% on London and Area allowances

**From 1 September 2019**

- The deletion of pay point 2 (14.61%)\*
- £850 on pay point 3 (10.36%)\*
- £750 on pay point 4 (8.86%)\*
- £650 on pay point 5 (7.43%)\*
- £550 on pay point 6 (6.11%)\*
- 2% on all other pay points
- 2% on London and Area allowances

\* % increase over two years.

*iv) remove pay point 2 to bring the JNC pay spine in line with the Living Wage Foundation rate with a view to reaching the Minimum Income Standard by September 2020.*

**The Employers' Side is able to agree to removal of pay point 2 in 2019 in the second year of a pay agreement.**

*v) to undertake a joint comparative review of all London and area allowances to be completed by December 2018.*

**The Employers' Side is unable to agree to undertake a review of London and area allowances within current budgetary constraints and in isolation of other terms and conditions.**

*vi) to formally define an evening session as one that finishes after 6pm.*

**The Employers' Side cannot agree to formally define an evening session on this basis. However, it is able to agree to further discussions on broader principles of working practices around evening work on a without prejudice basis at Joint Secretarial level.**

*vii) to work the English ETS and Welsh ETS to include the monitoring and validation of playwork qualifications alongside side their remit with youth work qualifications.*

**The Employers' Side is able to agree to further discussions on this element on a without prejudice basis at Joint Secretarial level and with the English ETS and Welsh ETS.**

*viii) The JNC should set up a joint working group on youth work apprenticeships, to develop joint guidance as an appendix to the JNC Pink Book on this issue. The joint working group should report back its findings before September 2019.*

**The Employers' Side is able to agree to further discussions on issues relating to apprenticeships in the sector at Joint Secretarial level. However, we need to be clear from the outset that we would see these focused on professional issues and not terms and conditions.**

I would be grateful if you could confirm that the Staff Side will consult its membership on the offer and the timescale for that consultation.

Yours sincerely



**Simon Pannell**  
**Employers' Side Secretary**