

## NJC for Local Government Services:

Year	Headline Award	Details
1 Apr 97	2.50%	
1 Apr 98	3.00%	
1 Apr 99	3.00%	
1 Apr 00	3.00%	
1 Apr 01	3.50%	£380 on SCPs 4 to 10 incl; 3.50% SCPs 11 and above
1 Apr 02	3.00%	<b>Two-Year Deal 2002-03</b> Incl. 4.17% on SCP 4 to increase it to £5 per hour
1 Oct 02	1.00%	Plus additional 1.00% on SCPs 4 & 5 (using 31Mar02 base)
1 Apr 03	3.50%	Plus 1.00% on SCPs 4 & 5
1 Apr 04	2.75%	<b>Three-Year Deal 2004-06</b>
1 Apr 05	2.95%	
1 Apr 06	2.95%	
1 Apr 07	2.475%	Incl. 3.43% on SCP 4 to increase it to £6 per hour
1 Apr 08	2.75%	Plus £100 on SCPs 4 to 6 incl.
1 Apr 09	1.00%	Plus 0.25% on SCPs 4 to 10 incl. Increase in minimum annual leave from 20 to 21 days
1 Apr 10	no offer	
1 Apr 11	no offer	
1 Apr 12	no offer	
1 Apr 13	1.00%	Plus deletion of SCP4 wef 01Oct13
1 Jan 15	2.20%	<b>15-month deal (ie. not backdated to 1 Apr 14)</b> £1,065 (8.56%) on SCP5 £1,000 (7.93%) on SCP6 £800 (6.19%) on SCP7 £550 (4.13%) on SCP8 £350 (2.55%) on SCP9 £325 (2.32%) on SCP10 £325 non-consolidated payment on SCPs 5, 6 & 7 £150 non-consolidated payment on SCPs 8, 9 & 10 £100 non-consolidated payment on SCPs 11-49 Removal of SCP5 with effect from 1 Oct 2015
1 Apr 16	1.00%	<b>Two-year deal 2016-18</b> On SCP 6, £900 (equivalent to 6.6%) On SCP 7, £900 (equivalent to 6.6%) On SCP 8, £900 (equivalent to 6.5%) On SCP 9, £900 (equivalent to 6.4%) On SCP 10, £900 (equivalent to 6.3%) On SCP 11, £300 (equivalent to 2.0%) On SCP 12, £300 (equivalent to 2.0%) On SCP 13, £250 (equivalent to 1.6%) On SCP 14, £250 (equivalent to 1.5%) On SCP 15, £200 (equivalent to 1.2%)

		<p>On SCP 16, £200 (equivalent to 1.2%)  On SCP 17, £175 (equivalent to 1.01%)  On SCPs 18 and above, 1.0%</p>
1 Apr 17	1.00%	<p>On SCP 6, £500 (equivalent to 3.4%)  On SCP 7, £500 (equivalent to 3.4%)  On SCP 8, £475 (equivalent to 3.2%)  On SCP 9, £400 (equivalent to 2.6%)  On SCP 10, £375 (equivalent to 2.5%)  On SCP 11, £300 (equivalent to 1.9%)  On SCP 12, £300 (equivalent to 1.9%)  On SCP 13, £300 (equivalent to 1.9%)  On SCP 14, £300 (equivalent to 1.8%)  On SCP 15, £300 (equivalent to 1.8%)  On SCP 16, £250 (equivalent to 1.5%)  On SCP 17, £225 (equivalent to 1.3%)  On SCPs 18 and above, 1.0%</p>
1 Apr 18	2.00%	<p><b>Two-year deal 2018-20</b>  On SCP 6, £1,380 (equivalent to 9.191%)  On SCP 7, £1,380 (equivalent to 9.130%)  On SCP 8, £1,380 (equivalent to 9.052%)  On SCP 9, £1,380 (equivalent to 8.976%)  On SCP 10, £1,250 (equivalent to 8.006%)  On SCP 11, £1,200 (equivalent to 7.592%)  On SCP 12, £1,050 (equivalent to 6.512%)  On SCP 13, £900 (equivalent to 5.458%)  On SCP 14, £900 (equivalent to 5.363%)  On SCP 15, £900 (equivalent to 5.272%)  On SCP 16, £900 (equivalent to 5.167%)  On SCP 17, £900 (equivalent to 5.064%)  On SCP 18, £800 (equivalent to 4.427%)  On SCP 19, £700 (equivalent to 3.734%)  On SCP 20 and above, 2.0%</p>
1 Apr 19	2.00%	<p>On SCP 6, 5.91%  On SCP 7, 5.27%  On SCP 8, 6.53%  On SCP 9, 5.71%  On SCP 10, 7.13%  On SCP 11, 6.22%  On SCP 12, 7.30%  On SCP 13, 5.95%  On SCP 14, 6.30%  On SCP 15, 4.58%  On SCP 16, 4.65%  On SCP 17, 2.67%  On SCP 18, 3.63%  On SCP 19, 2.57%  On SCP 20, 2.65%  On SCP 21, 3.04%  On SCP 22, 2.44%  On SCP 23, 3.54%</p>

		On SCP 24, 2.28% On SCP 25, 3.14% On SCP 26, 3.91% On SCP 27, 2.59% On SCP 28, 3.35% On SCPs 29 and above, 2.00%

**JNC for Chief Executives:**

<b>Year</b>	<b>Headline Award</b>	<b>Details</b>
1 Jul 97	2.50%	
1 Jul 98	3.00%	Plus extensive review including change to benchmark salary ranges
1 Jul 99	3.00%	
1 Jul 00	3.00%	
1 Jul 01	3.50%	
1 Jul 02	3.00%	<b>21-Month Deal (ie. move to settlement date of 1 April from 2004)</b> Benchmark ranges scrapped, replaced by actual median salaries
1 Jul 03	4.50%	Increase to 01Jul02 base
1 Apr 04	2.75%	
1 Apr 05	2.95%	
1 Apr 06	2.95%	
1 Apr 07	2.475%	
1 Apr 08	2.45%	
1 Apr 09	no offer	
1 Apr 10	no offer	
1 Apr 11	no offer	
1 Apr 12	no offer	
1 Apr 13	no offer	
1 Jan 15	2.00%	<b>15-month deal (ie. not backdated to 1 Apr 14)</b> On only guaranteed basic FTE salary of £99,999 or less [as at 31 December 2014]
1 Apr 16	1.00%	<b>Two-year deal 2016-18</b>
1 Apr 17	1.00%	
1 Apr 18	2.00%	<b>Two-year deal 2018-20</b>
1 Apr 19	2.00%	

**JNC for Chief Officers:**

<b>Year</b>	<b>Headline Award</b>	<b>Details</b>
1 Jul 97	2.50%	
1 Jul 98	3.00%	
1 Jul 99	3.00%	
1 Jul 00	3.00%	
1 Jul 01	3.50%	
1 Jul 02	3.00%	<b>21-Month Deal (ie. move to settlement date of 1 April from 2004)</b>
1 Jul 03	4.50%	Increase to 01Jul02 base
1 Apr 04	2.75%	
1 Apr 05	2.95%	
1 Apr 06	2.95%	
1 Apr 07	2.475%	
1 Apr 08	2.45%	
1 Apr 09	no offer	
1 Apr 10	no offer	
1 Apr 11	no offer	
1 Apr 12	no offer	
1 Apr 13	no offer	
1 Jan 15	2.00%	<b>15-month deal (ie. not backdated to 1 Apr 14)</b> On only guaranteed basic FTE salary of £99,999 or less [as at 31 December 2014]
1 Apr 16	1.00%	<b>Two-year deal 2016-18</b>
1 Apr 17	1.00%	
1 Apr 18	2.00%	<b>Two-year deal 2018-20</b>
1 Apr 19	2.00%	

## JNC for Local Authority Craft and Associated Employees:

Year	Headline Award	Details
1 Apr 97	2.50%	
1 Apr 98	3.00%	
1 Apr 99	3.00%	
1 Apr 00	3.00%	
1 Apr 01	3.50%	
1 Apr 02	3.00%	<b>Two-Year Deal 2002-03</b> 3.00% increase on tool allowances
1 Oct 02	1.00%	1.00% increase on tool allowances
1 Apr 03	3.50%	3.50% increase on tool allowances
1 Apr 04	2.75%	<b>Three-Year Deal 2004-06</b> 100% increase on tool allowances
1 Apr 05	2.95%	33% increase on tool allowances (using 31Mar04 base)
1 Apr 06	2.95%	2.95% on tool allowances
1 Apr 07	2.475%	5.30% increase on tool allowances
1 Apr 08	2.45%	3.00% increase on tool allowances
1 Apr 09	1.00%	Plus 0.25% on Building Labourer Pay Grade 1.00% on tool allowances
1 Apr 10	no offer	
1 Apr 11	no offer	
1 Apr 12	no offer	
1 Apr 13	1.00%	
1 Jan 15	2.20%	<b>15-month deal (ie. not backdated to 1 Apr 14)</b> £1,000 (7.79%) on Building Labourer grade £325 (2.24%) on Heating & Ventilation Mate grade £325 (2.23%) on Building Craft Operative grade £325 non-consolidated payment on Building Labourer grade £150 non-consolidated payment on Heating & Ventilation Mate grade and Building Craft Operative grade £100 non-consolidated payment on Plumber grade and Engineer & Electrician grade
1 Apr 16	1.00%	<b>Two-year deal 2016-18</b> £930 (6.30%) on Building Labourer grade £436 (2.86%) on Heating & Ventilation Mate grade £580 (3.74%) on Building Operative grade £210 (1.30%) on Plumber grade £276 (1.65%) on Engineer & Electrician grade 1.00% on all allowances
1 Apr 17	1.00%	£475 (3.12%) on Building Labourer grade £375 (2.40%) on Heating & Ventilation Mate grade £300 (1.90%) on Building Operative grade £300 (1.82%) on Plumber grade £300 (1.76%) on Engineer & Electrician grade

		1.00% on all allowances
1 Apr 18	2.00%	<b>Two-year deal 2018-20</b> £1,380 (9.05%) on Building Labourer grade £1,250 (8.01%) on Heating & Ventilation Mate grade £1,200 (7.59%) on Building Operative grade £900 (5.46%) on Plumber grade £900 (5.27%) on Engineer & Electrician grade 2.00% on all allowances
1 Apr 19	2.00%	£1,085 (6.53%) on Building Labourer grade £1,202 (7.13%) on Heating & Ventilation Mate grade £1,058 (6.22%) on Building Operative grade £1,035 (5.95%) on Plumber grade £823 (4.58%) on Engineer & Electrician grade 2.00% on all allowances

## JNC for Workshops for the Blind:

Year	Headline Award	Details
1 Apr 97	2.50%	
1 Apr 98	3.00%	
1 Apr 99	3.00%	
1 Apr 00	3.00%	
1 Apr 01	£380	
1 Apr 02	3.00%	<b>Two-Year Deal 2002-03</b>
1 Oct 02	1.00%	
1 Apr 03	3.50%	
1 Apr 04	2.75%	<b>Three-Year Deal 2004-06</b>
1 Apr 05	2.95%	
1 Apr 06	2.95%	
1 Apr 07	2.475%	
1 Apr 08	2.75%	
1 Apr 09	1.00%	
1 Apr 10	no offer	
1 Apr 11	no offer	
1 Apr 12	no offer	
1 Apr 13	1.00%	
1 Jan 15	2.20%	<b>15-month deal (ie. not backdated to 1 Apr 14)</b> £325 non-consolidated payment on probationary grade £325 non-consolidated payment on substantive grade
1 Apr 16		<b>Two-year deal 2016-18</b> £900 on probationary grade £901 on substantive grade
1 Apr 17		£500 on probationary grade £500 on substantive grade
1 Apr 18		
1 Apr 19		