

To: All Regional Directors

22 May 2018

Dear colleague

**YOUTH AND COMMUNITY PAY AND CONDITIONS CLAIM 2018**

You will be aware that we undertake national negotiations on behalf of local authorities in the JNC for Youth and Community Workers. The JNC covers Youth and Community Support Workers and professional staff in the sector.

We have received a pay and conditions claim for this year from the Staff Side which includes below key elements on which we would welcome the comments and views of local authorities. We would like to undertake a consultation of local authorities through you, partly because this may enable us to receive a better response but also to emphasis the point that responses to pay claims from different local government groups should, as far as possible and particularly in the current climate, be made on a consistent basis with the recent local government services (LGS) pay agreement where there are no reasons to suggest otherwise.

The Staff Side of the JNC for Youth and Community Workers has submitted a claim for:

*(i) 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.*

**We would ask that local authorities are asked whether they would support parity with the LGS agreement for 2018 and 2019 in terms of a headline pay rate and whether there is a preference for a one or two year agreement. If not, then please provide reasons why?**

*(ii) 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.*

**We would welcome the comments and views of authorities as to whether pay point two on the JNC pay spine (£15,507) should be removed.**

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

**This element of the claim was previously rejected in 2016 by the Employers' Side due to authorities' current budgetary constraints and in**

isolation of other terms and conditions. We would however welcome comments from authorities in those regions where it would apply.

(iii) to formally define an evening session as one that finishes after 6pm.

**The JNC agreement states that 'work should be allocated fairly and reasonably according to the needs of the service locally and should not normally exceed ten sessions a week. There should be no more than eight evening sessions per fortnight. Session lengths should be clearly defined in every employing organisation. This element of the claim was previously rejected in 2016 by the Employers' Side on the basis that any sessions that finish after 6pm could qualify for this and would incur costs but we would welcome the views of local authorities.**

I would be grateful if colleagues would co-ordinate responses from children's services authorities in their regions on this pay and conditions claim and send a regional response back to Jacky Teasell at [jacky.teasell@local.gov.uk](mailto:jacky.teasell@local.gov.uk) by **Wednesday 13 June** at the latest.

If you require further information please let me know.

Thank you

Yours sincerely



David Algie  
Principal Negotiating Officer