

## NJC pay scales 2008/09

The local government services pay dispute has been referred to arbitration. Given the likelihood of further delays arising from the arbitration process, the two sides have decided to implement the employers' final offer, with effect from 1 April 2008.

	SCP*	Old spine 1 Apr 07	New spine 1 Apr 08
<b>Scale 1</b>	4	£11,577	£11,961
	5	£11,737	£12,125
	6	£11,907	£12,299
	7	£12,291	£12,592
	8	£12,678	£12,989
	9	£13,062	£13,382
	10	£13,336	£13,663
	11	£14,197	£14,545
<b>Scale 2</b>	12	£14,492	£14,847
	13	£14,882	£15,247
<b>Scale 3</b>	14	£15,153	£15,524
	15	£15,470	£15,849
	16	£15,842	£16,230
	17	£16,217	£16,614
<b>Scale 4</b>	18	£16,536	£16,941
	19	£17,154	£17,574
	20	£17,781	£18,217
	21	£18,430	£18,882
<b>Scale 5</b>	22	£18,907	£19,370
	23	£19,463	£19,940
	24	£20,099	£20,591
	25	£20,736	£21,244
<b>Scale 6</b>	26	£21,412	£21,937
	27	£22,122	£22,664
	28	£22,845	£23,405

	SCP*	Old spine 1 Apr 07	New spine 1 Apr 08
<b>SO1</b>	29	£23,749	£24,331
	30	£24,545	£25,146
	31	£25,320	£25,940
<b>SO2</b>	32	£26,067	£26,706
<b>SO2/PO</b>	33	£26,835	£27,492
<b>SO2/PO</b>	34	£27,594	£28,270
<b>PO</b>	35	£28,172	£28,862
	36	£28,919	£29,628
	37	£29,728	£30,456
	38	£30,598	£31,348
	39	£31,606	£32,380
	40	£32,436	£33,231
	41	£33,291	£34,107
	42	£34,140	£34,976
	43	£34,991	£35,848
	44	£35,852	£36,730
	45	£36,657	£37,555
	46	£37,543	£38,463
	47	£38,404	£39,345
	48	£39,258	£40,220
	49	£40,101	£41,083

\* **SCP** = Spinal Column Point

Please note that the NJC stopped assigning scales to the spinal column many years ago. NAVCA continues to publish them as guidance only.

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The London Weighting rates are:

	<b>1 April 07</b>	<b>1 April 08</b>
<b>Inner London</b>	£3,179	£3,257
<b>Outer London</b>	£1,691	£1,732
<b>Inner fringe</b>	£769	£788
<b>Outer fringe</b>	£535	£548

This increase represents a 2.45% pay rise for staff, with an extra £100 for the lowest paid (SCP 4-6), backdated to April. The unions regard the decision to implement this increase as an interim measure, whilst arbitration is taking place. Local Government Employers regard this as the full implementation of their final offer and separate from the arbitration process. Therefore, there may or may not be further changes but this will not be clear until the end of the arbitration process.

More information will be published, when available, at [www.navca.org.uk/localvs/scales](http://www.navca.org.uk/localvs/scales). See also: [www.lge.gov.uk](http://www.lge.gov.uk) and [www.unison.co.uk](http://www.unison.co.uk).