

## University and College Union

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<b>To</b>	Youth Worker members and branch secretaries
<b>Topic</b>	<b>Youth and Community Workers JNC - pay offer 2014</b>
<b>Action</b>	for decision
<b>Summary</b>	To consult with Youth and Community Worker members on the employer's response to the Joint TU pay claim 2014. <b>The deadline for responses is Monday 23<sup>rd</sup> March</b>
<b>Recommendation</b>	To accept the pay offer on the basis that it is the best that can be achieved by negotiation
<b>Contact</b>	Kerith Allen, Bargaining and Negotiations Official, <a href="mailto:kallen@ucu.org.uk">kallen@ucu.org.uk</a>

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Dear Youth and Community Worker,

On 11<sup>th</sup> February 2015 the Staff Side of the JNC for Youth and Community Workers met to discuss the Employers side response to the 2014 pay claim.

### Summary of the claim

In June 2014 the Staff Side submitted a full and detailed pay claim to the Employers. The Staff Side were keen to encourage far more engagement from the Employers from issues relating to conditions of service such as the increasing number of evening shifts our members are expected to undertake. The claim was set out to reflect this.

- i) A rise of RPI + 3% on all grades and allowances from September 2014.
- ii) No pay point should fall below the appropriate hourly Living Wage. The pay points on the Youth and Community Support Worker Range should be adjusted to reflect this.
- iii) There should be a commitment to ensuring that we move towards no pay point falling below the Minimum Income Standard annual earnings requirement for a single adult.
- iv) Section 7, 'Working Time', of the JNC should be amended from "There should be no more than eight evening sessions per fortnight" to "There should be no more than six face to face evening sessions per fortnight".
- v) An Evening session should be defined as one that finishes after 6pm.
- vi) A joint comparative review of all London and Area Allowances to be completed by December 2014.
- vii) To begin a dialogue between the employers and trade unions about the inclusion of playwork practitioners in the JNC agreement and pay scales.

## Negotiations

The Staff Side have worked hard since June to ensure the momentum of negotiations was maintained and there was a great deal of discussion between the two parties. The negotiations can be summarised as follows:

- June – claim lodged
- November – Joint Secretary’s meet. The Employers states they are not ready to discuss pay but will discuss the other elements of the claim.
- January – The Employers make an initial offer that covers September 2014 – March 2016. This is rejected by the Staff Side as it would change the anniversary date. It was a clear attempt to subsume the JNC into other pay talks. This is unacceptable as it threatens the professional status of JNC Youth and Community Workers and risks losing the voice of the profession.
- Late January – A further offer amounting to 1% or close to the Local Government offer was made. This was rejected by the Staff Side
- Early February – the current offer was made.

## The current offer

The current offer represents a significant improvement from the initial offer and maintains the integrity of the JNC. The Staff Side have secured a better offer than was achieved by Local Government and covers other important aspects of the claim.

The following is an extract from the Employers response:

- 2.2% on all pay points on the JNC Youth and Community Support Worker and Professional Range Pay Spines;
- 2.2% on the discretionary points above this (points 31 and 32);
- 2.2% on the London Area Allowance and Sleeping in Duty Allowance.

This covers an 18 month period from 1 March 2015 until 31 August 2016. There would be no backdating of these increases.

*No pay point should fall below the appropriate hourly Living Wage. The pay points on the Youth and Community Support Worker Range should be adjusted to reflect this<sup>1</sup>.*

*There should be a commitment to ensuring that we move towards no pay point falling below the Minimum Income Standard annual earnings requirement for a single adult.*

The Employers’ Side believes that ensuring that all pay points are above the Living Wage and giving a commitment to agree to the Minimum Income Standard would incur additional costs for councils and could impact upon other local government pay spines. We are therefore unable to support these elements of your claim.

*Section 7, ‘Working Time’, of the JNC should be amended from “There should be no more than eight evening sessions per fortnight” to “Workers cannot be required to work more than six evening sessions per fortnight”*

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<sup>1</sup> Text in italics are extracts from the Staff Side claim.

*Any hours worked after 6pm are defined as evening sessions*

The Employers' Side is not able to agree to these elements of your claim. However we are willing to gather evidence on the way the service is delivered at present, how it may need to be delivered over the coming years to be sustainable and to jointly consider how to support a flexible service and the work-life balance of the employees who deliver it. It would be our intention to complete this activity by the end of 2015. This would be undertaken on a without prejudicial basis.

*A joint comparative review of all London and Area Allowances to be completed by December 2014*

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

At the Staff Side meeting on 11<sup>th</sup> February the Unions agreed that although we would have wished for more from the headline pay offer, this was overall a positive response. It is above the settlement gained by the Local Government and much of the rest of the public sector. All pay points except for pay point 1 are now above the minimum living wage.

Furthermore it secures a commitment to significant discussions on the working time of Youth and Community Workers. In a recent survey 75% of respondents said the number of evening shifts they are expected to do has increased in the last 18 months. This clearly shows that the working time element of the pay claim and offer is an important issue for our members. The Staff Side have been clear that discussions on this matter must be meaningful, productive and deliver outcomes in a timetable to be agreed at the outset.

**The Staff Side have agreed to put the offer to their members as the best that can be achieved through negotiations.**

**The Staff Side are recommending acceptance of the pay offer.**

**The deadline for responses is Monday 23<sup>rd</sup> March.**

Andrew Harden  
Head of Further Education.