

Ms Fiona Farmer
Staff Side Secretary
JNC for Youth and Community Workers
UNITE
Unite House
128 Theobald's Road
London
WC1X 8TN

30 January 2015

Dear Fiona

JNC for Youth and Community Workers - 2014 Staff Side Pay and Conditions Claim

I am writing to confirm the Employers Side's response to the Staff Side's 2014 pay and conditions claim.

- **A rise of RPI + 3% on all grades and allowances from September 2014**

The Employers' Side has considered the Staff Side's claim for a rise of RPI + 3% from September 2014. As you are aware the financial position in local government continues to be challenging and following further consultation with local authorities we have decided on an offer which we believe balances the desire to provide a fair pay increase for all staff that is within the limits of affordability. The offer is as follows:

- 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.**
- **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"**
- **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.

We understand that you will now put the Employers' Side final offer to your members for consultation with a recommendation to accept the offer as the best achievable through negotiation which we hope will lead to a settlement.

Thank you

Yours sincerely



Simon Pannell
Employers' Side Secretary