



# **Joint Negotiating Committee *for* Youth and Community Workers**

**Staff Side Pay and Conditions Claim 2014**

**Submitted by Unite, Unison, NUT and UCU**

June 2014

## Contents

---

Introduction.....	3
Summary of Claim .....	3
1. Value of Youth Work and Investment in our Youth Services .....	4
2. Value of the Joint Negotiating Committee for Youth and Community Workers .....	5
3. Impact of real pay cuts .....	5
Chart 1: Percentage changes in JNC Pay and RPI .....	6
Table 1: JNC Salary rates from 2009 increased with RPI .....	7
Table 2: Real loss each year to Youth and Community Workers .....	9
Table 3: Joseph Rowntree Foundation Minimum Income Standard (MIS) .....	10
Hourly Pay – no-one paid below the Living Wage.....	12
Table 4: Hourly rates .....	12
4. Pay comparators.....	14
Table 5: Teachers pay scales .....	14
5. Work-life balance and Well-being.....	15
6. Conclusion .....	17

## Introduction

---

- Youth and Community Services – and the workforce that make the delivery of such services possible – are an investment in our future. The positive impacts of youth and community work has wide social benefits and therefore generates cost savings in the medium to long term.
- Yet, the Employers have driven down the value of Youth and Community workers pay through continued real terms pay cuts. This has made deep in roads into the standard of living of those who work with young people.
- Youth and Community Workers covered by the JNC saw pay increase just 1% last year – another real terms cut – after years of no increase at all. This situation cannot continue. The Staff Side Trade Unions’ are therefore submitting this Pay and Conditions Claim, summarised below, calling for an increase on all pay points of RPI+3% to begin the reversal of falling living standards Youth and Community Workers have been experiencing.

## Summary of Claim

---

- 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.

## 1. Value of Youth Work and Investment in our Youth Services

---

- 1.1. The argument that youth work services are an effective investment in our future as an educational service that develops young people into adult citizens is well rehearsed within the forum of the Joint Negotiating Committee.
- 1.2. Youth work aims for the social and personal development of young people. It achieves these outcomes through structured, non-formal educational activities that combine enjoyment, challenge and learning in a safe environment. The severe and unnecessary spending cuts being visited upon local authorities by Government are leading to large numbers of job losses and the axing of youth services. These cuts are despite the very real and multi-layered positive outcomes for young people and the whole of society from having a properly funded youth service. While the only 'agenda' of youth work is the personal and social development of young people, youth work contributes towards many wider social goals. Youth services are an educational and preventative services that support young people towards a better future of their own choosing.
- 1.3. The positive impacts of youth work include; improved engagement with school and education; a positive impact on the incidence of crime and anti-social behaviour amongst young people; improvement in the wider learning and social skills of young people and helps to keep young people safe<sup>1</sup>. The positive impacts of youth work make it hugely cost effective in the medium to longer term, as well as being socially beneficial. There is a broad evidence base "highlighting the value of youth work in a wide range of contexts, covering both the intrinsic purpose and process of youth work and its impact on outcomes for young people and on the benefits for their communities"<sup>2</sup>. In short, we all benefit and we could benefit yet more if cost-effective investment is made.
- 1.4. Yet youth work is being drastically scaled back across the country. The staff *are* the youth service. Yet in addition to headcount being reduced overall youth work staff have suffered real pay cuts, year after year. The cost savings and social benefits that flow from the youth service are dependent on the actions and performance of the staff. Too often those in local government are willing to use youth services as a positive public demonstration of their good work in a local community. But despite this over recent years there has been an unwillingness to bite the bullet and fight for proper funding of

---

<sup>1</sup> Full overview of the benefits of youth services and the wide evidence base is given in *Future of Youth Work*, Unite the Union, 2013

<sup>2</sup> *Benefits of youth work*, Unite the Union and Lifelong Learning UK, 2010

the youth service – including the staff that do the daily, weekly, monthly hard work from which all the positive benefits and publicity flow.

## 2. Value of the Joint Negotiating Committee for Youth and Community Workers

---

- 2.1. The JNC as an agreement and set of terms and conditions is suited to the working patterns required to deliver a good value, high quality youth service to local communities. The National Occupational Standards, training and qualifications framework are part of the JNC. It ensures that pay, terms and conditions are aligned with the requirements of delivering youth services and achieving positive outcomes for young people. The JNC is the **national** agreement that applies to youth support workers and professional youth workers and all employers, locally and nationally, statutory and voluntary, must recognise it as such.

## 3. Impact of real pay cuts

---

- 3.1. Youth and Community Workers covered by the JNC received no increase in pay between the implementation of the September 2009 pay award of 1% and the imposition of 1% in 2013. In the 2013 pay claim we wrote that “Youth and Community workers have received below inflation increases to their pay – a pay cut in real terms – in 2006, 2007, 2008, 2010, 2011 and 2012!” Youth and community have now suffered a further year of real pay cuts with the below inflation increase of just 1% to the JNC pay scales for 2013, illustrated in Chart 1 below<sup>3</sup>. It can also be seen how the Governments’ public sector pay policy – euphemistically called ‘pay restraint’ – is a formal policy of inflicting real pay cuts on the workers in some of our most vital sectors of the economy.

---

<sup>3</sup> Chart 1 maps JNC percentage increases against annual percentage increases in RPI. The figure for 2014 RPI is an annual percentage change using; an average of the RPI figures recorded by ONS for January 2014, February 2014 and March 2014. This figure was used to represent Q1 2014. This and projected figures for Q2, Q3 and Q4 were then averaged to give an annual RPI figure. The 2015 figure is an average of projected figures for Q1 2015 and Q2 2015. The projected RPI figures are taken from IDS Pay Report 1124, May 2014.

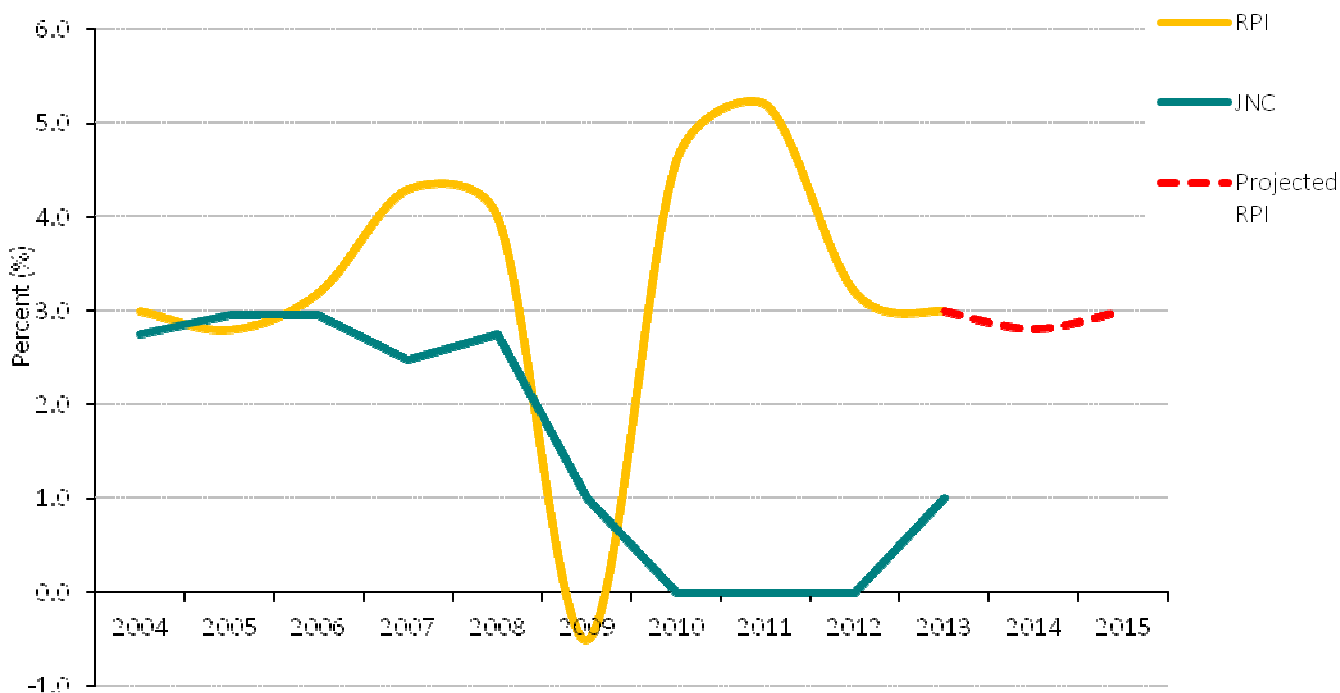


Chart 1: Percentage changes in JNC Pay and RPI

3.2. The real pay cuts delivered by below inflation pay increases – and in three years no increase at all! – has had a significant impact on the purchasing power of youth and community workers. If the pay of Youth and Community workers had kept pace with RPI inflation since 2009 they would now be earning from between £2,260 and £5,808 more each year. This is just the amount their pay should have been increased by in order for their living standards to stand still, not even improve. By increasing the 2009 salary rates by inflation each year, the figures in Table 1 illustrate the deep in roads that have been made into the personal budgets of youth and community workers and their families because of the intransigent behaviour of the Employers in not awarding decent pay increases.

Table 1: JNC Salary rates from 2009 increased with RPI

	Pay Point	Salary rates in	Increased with RPI in	Increased with RPI in	Increased with RPI in	Increased with RPI in	Actual 2013 salary rates	Difference between RPI pay scales and actual salary rates
		2009	2010 (4.6%)	2011 (5.2%)	2012 (3.2%)	2013 (3%)		
Professional Range	1	£14,143	£14,794	£15,563	£16,061	£16,543	£14,283	£2,260
	2	£14,733	£15,411	£16,212	£16,731	£17,233	£14,880	£2,353
	3	£15,324	£16,029	£16,862	£17,402	£17,924	£15,477	£2,447
	4	£15,917	£16,649	£17,515	£18,075	£18,618	£16,077	£2,541
	5	£16,509	£17,268	£18,166	£18,748	£19,310	£16,674	£2,636
	6	£17,100	£17,887	£18,817	£19,419	£20,001	£17,271	£2,730
	7	£17,697	£18,511	£19,474	£20,097	£20,700	£17,874	£2,826
	8	£18,291	£19,132	£20,127	£20,771	£21,394	£18,474	£2,920
	9	£19,047	£19,923	£20,959	£21,630	£22,279	£19,236	£3,043
	10	£19,636	£20,539	£21,607	£22,299	£22,968	£19,833	£3,135
	11	£20,591	£21,538	£22,658	£23,383	£24,085	£20,796	£3,289
	12	£21,525	£22,515	£23,686	£24,444	£25,177	£21,741	£3,436
	13	£22,489	£23,523	£24,747	£25,539	£26,305	£22,713	£3,592
	14	£23,485	£24,565	£25,843	£26,670	£27,470	£23,721	£3,749
	15	£24,166	£25,278	£26,592	£27,443	£28,266	£24,408	£3,858
	16	£24,875	£26,019	£27,372	£28,248	£29,096	£25,125	£3,971
	17	£25,574	£26,750	£28,141	£29,042	£29,913	£25,830	£4,083
	18	£26,279	£27,488	£28,917	£29,843	£30,738	£26,541	£4,197
	19	£26,975	£28,216	£29,683	£30,633	£31,552	£27,246	£4,306
	20	£27,673	£28,946	£30,451	£31,426	£32,368	£27,951	£4,417
	21	£28,461	£29,770	£31,318	£32,320	£33,290	£28,746	£4,544
	22	£29,352	£30,702	£32,299	£33,332	£34,332	£29,646	£4,686
	23	£30,219	£31,609	£33,253	£34,317	£35,346	£30,522	£4,824
	24	£31,091	£32,521	£34,212	£35,307	£36,366	£31,401	£4,965
	25	£31,968	£33,439	£35,177	£36,303	£37,392	£32,289	£5,103
	26	£32,847	£34,358	£36,145	£37,301	£38,420	£33,174	£5,246
	27	£33,726	£35,277	£37,112	£38,299	£39,448	£34,062	£5,386
	28	£34,613	£36,205	£38,088	£39,307	£40,486	£34,959	£5,527
	29	£35,496	£37,129	£39,060	£40,309	£41,519	£35,850	£5,669
	30	£36,377	£38,050	£40,029	£41,310	£42,549	£36,741	£5,808

- 3.3. But the increases in Table 1 did not happen, and instead youth and community workers have suffered real losses. Table 2 below shows these real losses of purchasing power in each year – the difference between what youth and community workers received and the level of inflation.
- 3.4. To put these figures into context, in 2012 the average household spent £227 a month on food and non-alcoholic drinks. We can estimate that this increased to £235 a month during 2013<sup>4</sup>. The average annual standard gas bill was £662 in 2012 and the average standard electricity bill was £519. In 2013 these jumped to £702 and £555 a year respectively<sup>5</sup>. The average annual water bill increased from £376 in 2012-13 to £388 in 2013-14<sup>6</sup>. If we look at average food, gas, electricity and water bills alone an extra £184 had to be found to cover these increases alone even without taking into account other large essential costs which experienced increases, such as housing, transport and childcare.
- 3.5. These continued real pay cuts has meant that the JNC has fallen increasingly behind what is considered a decent and fair wage for the important service that youth and community workers deliver. We can see from Table 3 that the current JNC salary rates do not deliver a Minimum Income Standard for a single adult of working age until pay point 6 (£17,271). We also know from Table 1 that this would not be the case if the salary rates had been increased in line with RPI in recent years. If JNC rates had increased at least in line with inflation just the first pay point would fall below this Minimum Income Standard. We don't believe it is acceptable for a youth and community worker to be paid less than what is necessary to enjoy what is widely regarded as a minimum standard of living

## Why the RPI?

We still consider the Retail Price Index to be the appropriate measure of inflation. The Government still refers to RPI as its preferred measure when considering student loans, private pensions uprating and index linked gilts and bonds. RPI is still widely used as the preferred measure in private sector pay settlements.

<sup>4</sup> Food expenditure for 2012 is taken from the 2013 Family Spending Edition from the ONS. The expenditure for 2013 is estimated by increasing the 2012 amount of £227 by the RPI increase in food in 2013, (column CCYY), which was 3.7%.

<sup>5</sup> Electricity and Gas figures from Average annual domestic standard electricity bills, DECC, QEP 222 and Average annual domestic standard electricity bills QEP 232. Figure used is cash terms, direct debit, E&W.

<sup>6</sup> OFWAT, Charges and bills publications 2013-14 [http://www.ofwat.gov.uk/regulating/charges/prs\\_web\\_charges2013-14](http://www.ofwat.gov.uk/regulating/charges/prs_web_charges2013-14)



Table 2: Real loss each year to Youth and Community Workers

		<b>Pay Point</b>	<b>Salary</b>	Loss in 2010	Loss in 2011	Loss in 2012	2013 Salary rates	Loss in 2013
Professional Range	Youth & Community Support Worker Range	1	14,143	£651	£735	£453	£14,283	£286
		6	17,100	£787	£889	£547	£17,271	£345
		11	20,591	£947	£1,071	£659	£20,796	£416
		17	25,574	£1,176	£1,330	£818	£25,830	£517
		25	31,968	£1,471	£1,662	£1,023	£32,289	£646
		30	36,377	£1,673	£1,892	£1,164	£36,741	£735

Table 3: Joseph Rowntree Foundation Minimum Income Standard (MIS)

	Apr-10				Apr-11				Apr-12				Apr-13			
	Single Adult of working age	One earner couple with two children (no childcare)	Two earner couple with two children (with childcare)	Lone parent with one child (with childcare)	Single Adult of working age	One earner couple with two children (no childcare)	Two earner couple with two children (with childcare)	Lone parent with one child (with childcare)	Single Adult of working age	One earner couple with two children (no childcare)	Two earner couple with two children (with childcare)	Lone parent with one child (with childcare)	Single Adult of working age	One earner couple with two children (no childcare)	Two earner couple with two children (with childcare)	Lone parent with one child (with childcare)
MIS (including rent, childcare and council tax), per week	£227.97	£474.01	£673.08	£443.54	£240.89	£501.26	£705.63	£466.08	£262.25	£537.19	£685.04	£502.80	£273.86	£558.04	£714.61	£524.57
Gross earnings required, per week	£276.85	£560.52	£570.11	£238.84	£287.67	£605.72	£705.75	£349.87	£314.19	£668.95	£704.37	£457.61	£323.19	£691.56	£743.32	£490.79
Annual Earnings requirement	£14,396	£29,147	£29,646	£12,420	£15,000	£31,584	£36,800	£18,243	£16,383	£34,881	£36,728	£23,861	£16,852	£36,060	£38,759	£25,586



3.6. The increase in inflation averaged 2.6% in the first quarter of 2014. Forecasts place the all-items retail price inflation rate at 2.9% in Q2 2014, dipping slightly to 2.8% in Q3 2014 before increasing to 2.9% in Q3 2014. In the first part of 2015 inflation is expected to be 2.9% (Q1) and 3.1% (Q2). Bearing in mind that the award for the JNC Youth and Community Workers pay is made in September, the employers need to consider this higher, later forecast for inflation<sup>7</sup>.

**3.7. The staff side are therefore asking for RPI+3% on all pay points and allowances. This recognises that youth and community workers should receive a pay uprating to ensure that there is no further drop in living standards for this group of vital workers. The additional three percentage points begins the claw back of what youth and community workers have lost in recent years.**

### Hourly Pay – no-one paid below the Living Wage

3.8. To be accredited as a Living Wage employer by the Living Wage Foundation an employer has to pay at least the Living Wage to all employees and those working for contracted organisations and implement the annual uprating of the wage rate each year. The Staff Side trade unions believe the best way for an employer to implement the Living Wage is to ensure their lowest pay spine point remains above the Living Wage level.

3.9. If we break the 2013 salary rates into the hourly rates – using the JNC standard of a 37 hour week outside of London and 36 hours in London – we get the results in Table 4. Pay point 1 falls below the Living Wage level of £7.65 an hour. The London Living Wage level of £8.80 applies to all London Boroughs in the Greater London Area. There are a number of London Boroughs that are part of the Greater London Area – and therefore the London Living Wage rate applies – which do not receive the Inner London Area Allowance, they instead receive the Outer London Area Allowance. This means that pay point 1 falls below the London Living Wage level of £8.80 an hour in these London Boroughs. They are; Havering, Redbridge, Waltham Forest, Enfield, Barnet, Harrow, Hillingdon, Hounslow, Bexley, Bromley, Richmond, Kingston, Sutton and Croydon.

Table 4: Hourly rates

Pay points	Hourly rate outside of London (37 hour week)	London hourly rate with Inner LAA (36 hour week)	London hourly rate with Outer LAA (36 hour week)	London hourly rate with Fringe LAA (36 hour week)
1	7.42	9.19	8.65	7.81
2	7.73	9.51	8.97	8.12

<sup>7</sup> IDS Pay Report 1124, May 2014. The average inflation forecast is calculated from the forecasts of Commerzbank, Citigroup, Credit Suisse, Goldman Sachs, JP Morgan, Morgan Stanley, Nomura, Royal Bank of Scotland, Societe Generale.

- 3.10. The Staff Side are asking, as part of this pay claim, that the Employers should take action to ensure that no hourly rate falls below the appropriate Living Wage level and a commitment to ensuring that we move towards no pay point falling below the Minimum Income Standard annual earnings requirement for a single adult.**

## 4. Pay comparators

- 4.1. The Annual Survey of Hours and Earnings 2013 provisional results record the median annual gross pay of Youth and Community Workers<sup>8</sup> as £21,375. The median pay of a full time Youth and Community Worker is £24,731 while for those working part time and for those working part-time (approximately 35% of those recorded under this job title by ASHE) the median annual pay is not recorded. However, in the 2012 ASHE survey it was recorded as £9,230. From the 2013 Survey we can however say that a quarter of all Youth and Community Workers are recorded as earning £13,078 or less and 80% earning £27,707 a year or less.
- 4.2. The same ASHE 2013 occupational data gives the median pay for all social workers<sup>9</sup> was £29,661, and the median for full time social workers is £31,754. This corresponds with the observed pay data from the Local Government Earnings Survey 2013-14 which gives a median rate for all social workers in England and Wales as £31,160 (and a 25 percentile of £28,697 and 75 percentile of £33,998). When we consider teachers, the ASHE 2013 occupational data gives the median for all Teaching and Educational Professionals<sup>10</sup> the median for all workers in this category is £33,102 and for full time workers it is £36,756. When we consider the Teachers pay scale for 2012 and 2013 we can see both their pay and their much better London Area Allowance compared to the JNC London Area Allowances.

Table 5: Teachers pay scales

	2011	2012	2013	Gives a London Area Allowance of...
<b>Band A (Inner London)</b>				
Max £pa	£36,387	£36,387	36,751	£4,883
Min £pa	£27,000	£27,000	27,270	£5,466
<b>Band B (Outer London)</b>				
Max £pa	£35,116	£35,116	35,468	£3,600
Min £pa	£25,117	£25,117	25,369	£3,565
<b>Band C (Fringe Area)</b>				
Max £pa	£32,588	£32,588	32,914	£1,046
Min £pa	£22,626	£22,626	22,853	£1,049
<b>Band D (England &amp; Wales excluding London Area)</b>				
Max £pa	£31,552	£31,552	31,868	

<sup>8</sup> ASHE 2013 Provisional data, Table 14.7a Annual Gross Pay, SOC 3231

<sup>9</sup> ASHE 2013 Provisional data, Table 14.7 Annual Gross Pay, SOC 2442.

<sup>10</sup> ASHE 2013 Provisional data, Table 14.7 Annual Gross Pay SOC 23

Min £pa	£21,588	£21,588	21,804
---------	---------	---------	--------

## 5. Work-life balance and Well-being

- 5.1. One of the key reasons why the JNC is the most appropriate set of pay, terms and conditions for youth and community workers is because it allows them to effectively plan their time, ensure they are rested appropriately and to enjoy life outside of work as well as being able to deliver the youth service a local community deserves. We believe that increasingly youth and community workers are expected to work eight evening sessions in a fortnight. The agreement is “up to eight”. Eight is the ceiling for the number of evening sessions – it was never supposed to become the norm. Youth workers are often expected to work unsocial hours and weekends as well.
- 5.2. The Staff Side believe that this trend is having a harmful impact on individual youth workers and have a detrimental impact on the quality of the youth service delivered as the ability of Youth and Community workers to plan their time appropriately is eroded.
- 5.3. Many youth and Community workers have seen their responsibilities grow as wider geographical areas are covered. Youth work within the public sector has seen a growth of targeted provision and focusing on ‘hard to reach’ young people. This has seen more youth workers placed within the context of social work and social care as Youth Workers join mixed agency teams. Schools value the education and development that youth workers can offer young people – for example, sexual health and relationships, drugs and bullying and working with at risk young people in the wider community. This work can help in tackling some of the wider issues that can manifest in truancy, non-attendance, bad behaviour and exclusion from school.
- 5.4. But universal, open access youth work still has an important role to play in the development of all young people. Communities’ still value open door youth work provision – these mainly take place after the formal school day has ended in the evening and at weekends. This involved a planned youth work provision of awareness and information activities, delivered in a variety of formats and locations. For example, one-to-one basis, detached youth work, group work and holiday projects.
- 5.5. The role of Youth and Community workers is therefore diverse. To enable professional staff to maintain a work life balance and meet the complexities of the role; to re-assert the need for youth and community workers to be able to plan their time appropriately; to row back from eight evening and weekend sessions in a fortnight being seen as the norm, and in acknowledgment that the monetary detriment community and youth workers have suffered will not be fully undone by this pay claim the Staff Side want a reduction from eight to six evening sessions in a fortnight. In addition, we believe that evening sessions must be defined as sessions that finish after 6pm.





## 6. Conclusion

---

- 6.1. In this pay claim the Staff Side have clearly laid out the financial costs to Youth and Community Workers of successive years of real terms pay cuts. It is a workforce that delivers huge benefit to local communities and wider society; it is a skilled and dedicated workforce and they are not being recognised and valued as such. The Employers need to tackle the falling living standards of Youth and Community workers. This would send the clear signal their work is valued and would acknowledge the important role they play.
  
- 6.2. An increase of RPI+3% would begin to reverse the fall in living standards the Employers have inflicted upon Youth and Community Workers. Ensuring that no-one was paid below the appropriate Living Wage level and committing to progress to a pay spine that meant no annual pay spine point fell below what is considered a Minimum Income Standard for a single adult sends a positive signal that the Employers take their social responsibilities seriously and are not prepared to be a low pay Employer.