

# Joint Negotiating Committee (JNC)

## April 2015

### Introduction

**This information sheet explains what the role of the Joint Negotiating Committee for Youth and Community Workers is, why it was set up and outlines the latest pay settlement. Many voluntary youth sector organisations refer to the salary scales set by the JNC and use them as a benchmark when establishing pay for paid youth and community workers.**

### What is the JNC?

The Joint Negotiating Committee (JNC) for Youth and Community Workers is the body which sets the national framework used to grade and pay youth work jobs. The function of the JNC is to agree the salary scales, annual pay increases and other terms and conditions of service. You may see job adverts which state JNC qualified and to which level (there are two pay ranges: youth and community support worker ranges and the professional range).

The second function of the JNC is to endorse youth and community workers' qualifications which have been professionally approved by the Education and Training Standards (ETS) Committee of the National Youth Agency (NYA). A NCVYS member of staff sits on this ETS committee, which considers applications from higher education institutions for the professional validation of qualifications. The National Youth Agency also endorses youth support worker qualifications, and these are also recognised by the JNC. By selecting a course recognised by the JNC you ensure that the course is fit for purpose.

The JNC is served by organisations which represent employers and employees (staff). For example, NCVYS is a committee member on the Employers' Side which also consists of the Local Government Association (LGA) and the Welsh Government Association (WLGA). The Staff Side comprises of UNITE, Unison, UCU and the NUT. Both Sides negotiate pay and employment issues, which are then set within the 'JNC for Youth and Community Workers handbook (Pink Book)'. Within the handbook are also terms and conditions, lists of those courses which have been professionally validated and JNC pay scales and allowances.

Many local authorities subscribe to the handbook (national framework). The JNC recommends that the handbook should also apply to all voluntary organisations employing youth and community workers.

## Why was the JNC set up?

It was established in 1961 as a result of the Albemarle Report to provide a voluntary collective bargaining process regarding pay and conditions for youth and community workers in local education authorities. The voluntary youth sector was heavily involved in the lobbying process which led to the establishment of the Albemarle Committee, the publication of the report, resourcing of the local authority youth service and the subsequent creation of the JNC.

## Why should the voluntary youth sector subscribe to the JNC?

At present many voluntary youth sector organisations refer to the salary scales set by the JNC and use these as a benchmark. However, very few NCVYS members actually subscribe to the JNC and take advantage of the services on offer. The benefits include the following:

- If you adopt the JNC salary scales then a fair pay system will be provided (negotiated already by representatives of employers and employees). This may help to retain and recruit staff. You will receive annual updates of the salary scale changes.
- By adopting an established set of employment terms and conditions for youth workers it means that as an employer you are more protected e.g. employers who operate without any terms and conditions are more vulnerable to legal challenges in employment tribunals.
- As a result of your annual subscription, expert advice is available from the Employers' Secretariat of the JNC regarding the application and interpretation of the pay scales and employment terms and conditions.
- Receive updates of the list of endorsed professional qualifications by the JNC.

## Where can I get a copy of the list of JNC recognised youth and community work higher education courses?

Go to the National Youth Agency's web site at [www.nya.org.uk](http://www.nya.org.uk) or [view their list of validated courses](#).

## What is the latest pay settlement?

The latest pay agreement covers the period **1 September 2014 to 31 August 2016**, with the pay increase payable from 1 March 2015 with no backdating to 1 September 2014.

The pay agreement is as follows:

- an increase of 2.2% on all pay points on the Youth and Community Support Worker Range and the Professional Range;
- an increase of 2.2% on the London Area Allowances and Sleeping-In-Duty Allowance.

## What are the current pay scales?

Covering the period 1 September 2014 to 31 August 2016:

### Youth and Community Support Worker Range

#### Pay Points

1. 14,597
2. 15,207
3. 15,817
4. 16,431
5. 17,041
6. 17,651
7. 18,267
8. 18,880
9. 19,659
10. 20,269
11. 21,254
12. 22,219
13. 23,213
14. 24,243
15. 24,945
16. 25,678
17. 26,398

### Professional Range

#### Pay Points

13. 23,213
14. 24,243
15. 24,945
16. 25,678
17. 26,398
18. 27,125
19. 27,845
20. 28,566
21. 29,378
22. 30,298
23. 31,193
24. 32,092
25. 32,999
26. 33,904
27. 34,811
28. 35,728
29. 36,639
30. 37,549
31. 38,163\*
32. 39,173\*

\* Discretionary Points

### LONDON AREA ALLOWANCES

- Inner 2,983  
Outer 1,959  
Fringe 763

### SLEEPING IN DUTY ALLOWANCE

- Sleeping in Allowance 34.00  
Disturbance Element 19.00

## What level of pay should I be paying the youth workers we employ?

It is recommended that voluntary organisations select the salary scales included in the JNC Youth and Community Handbook ('The Pink Book'), but this is a matter for each employer.

## Is there a criteria against each point on the pay scale which I can use?

It is down to employers to decide for themselves what they pay their staff and unfortunately there is no set criteria available. The JNC advises that pay should be determined by duties and responsibilities. A

good guide is to look at comparable job descriptions and adverts from other employers or contact your local authority youth service to seek advice on how they use the pay scales.

### **I have a query concerning JNC, who do I contact?**

If you are a **statutory employer** please contact the Local Government Association on 020 7187 7329 or email [Youth&community@local.gov.uk](mailto:Youth&community@local.gov.uk).

If you are a **voluntary sector employer** please email [mail@ncvys.org.uk](mailto:mail@ncvys.org.uk).

If you are an **individual**, please contact your trade union.

Find more details about the [subscription service \(signing up to the JNC terms and conditions - the Pink Book\)](#).

This information sheet has been written by Nichola Brown from NCVYS. With thanks to David Algie from the Local Government Association in checking the accuracy of the information, updating it and allowing us to place the pay scales within the information sheet.

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