UNISON
Tower Hamlets

NJC PAY OFFER CONSULTATION

Employers' offer £2,355, but it's still a cut in real pay as inflation soars

UNISON is consulting all our members on NJC Local Government Pay on the Local Government employers' offer for pay from 1 April 2022 to 31 March 2023. The employers have offered a flat rate £2,355 per year for Inner London (full time equivalent rate – pro rata for part time workers), fully consolidated into pay scales, and an additional day's leave from April 2023, which is added to pay for term time only staff.

They have refused an increase to mileage rates; or to make a Covid payment, or a homeworking allowance; or to reduce the working week. The full offer can be seen at bit.ly/pay-offer-25Jul22.

Social Crisis

The flat rate offer delivers higher percentage increases to those on the lowest pay scales. The employers have had to recognise the depth of social crisis being caused by the relentless increases in inflation, which are hitting the lowest paid hardest. The offer also reflects that UNISON had committed to moving straight to an industrial action ballot if a derisory offer was made, which helped to concentrate Local Government Employers' minds.

Claim not met – real pay cut

Our claim was for £2,445 in London or to match the RPI rate of inflation, which currently stands at 11.8%. **The offer does not match either.** The impact on each grade is reproduced inside. The offer represents a further cut in real pay, adding to the 27% cut in real pay School and Council workers have suffered since 2010.

Winter woes

With the energy price cap due for a huge hike in October, and inflation predicted to continue to rise, to 15% or more in early 2023,

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Consultation to run from 24 August to 19 September – use your vote

LBTH scales	Schools	SCP	Inner London Apr 2021	Pay offer	Inner London Apr 2022	% increase	RPI August 22	LOSS in Real Pay
A	SCALE 1A1 (1)	1	£22,416	£2,355	£24,771	10.51%	11.80%	-1.30%
Scp 1-2	SCALE 1A2 (2-3)	2	£22,599	£2,355	£24,954	10.42%	11.80%	-1.38%
B	SCALE 1 (1-3)	3	£23,004	£2,355	£25,359	10.24%	11.80%	-1.56%
Scp 3-4	SCALE 2 (3-4)	4	£23,421	£2,355	£25,776	10.05%	11.80%	-1.75%
C	SCALE 3 (5-6)	5	£23,838	£2,355	£26,193	9.88%	11.80%	-1.92%
Scp 5-6		6	£24,270	£2,355	£26,625	9.70%	11.80%	-2.10%
D	SCALE 4 (7-10)	7	£24,705	£2,355	£27,060	9.53%	11.80%	-2.27%
Scp 7-10		8	£25,152	£2,355	£27,507	9.36%	11.80%	-2.44%
		9	£25,602	£2,355	£27,957	9.20%	11.80%	-2.60%
		10	£26,064	£2,355	£28,419	9.04%	11.80%	-2.76%
		11	£26,535	£2,355	£28,890	8.88%	11.80%	-2.93%
E	SCALE 5 (12-15)	12	£27,009	£2,355	£29,364	8.72%	11.80%	-3.08%
Scp 12-15		13	£27,498	£2,355	£29,853	8.56%	11.80%	-3.24%
		14	£27,993	£2,355	£30,348	8.41%	11.80%	-3.39%
		15	£28,497	£2,355	£30,852	8.26%	11.80%	-3.54%
		16	£29,010	£2,355	£31,365	8.12%	11.80%	-3.68%
F		17	£29,532	£2,355	£31,887	7.97%	11.80%	-3.83%
Scp 17-20	SCALE 6 (18-20)	18	£30,063	£2,355	£32,418	7.83%	11.80%	-3.97%
		19	£30,606	£2,355	£32,961	7.69%	11.80%	-4.11%
		20	£31,155	£2,355	£33,510	7.56%	11.80%	-4.24%
		21	£31,716	£2,355	£34,071	7.43%	11.80%	-4.37%
G		22	£32,289	£2,355	£34,644	7.29%	11.80%	-4.51%
Scp 22-25	SO1 (23-25)	23	£32,868	£2,355	£35,223	7.17%	11.80%	-4.64%
		24	£33,459	£2,355	£35,814	7.04%	11.80%	-4.76%
		25	£34,062	£2,355	£36,417	6.91%	11.80%	-4.89%
H		26	£34,671	£2,355	£37,026	6.79%	11.80%	-5.01%
Scp 26-29	SO2 (27-29)	27	£35,298	£2,355	£37,653	6.67%	11.80%	-5.13%
		28	£35,682	£2,355	£38,037	6.60%	11.80%	-5.20%
		29	£36,579	£2,355	£38,934	6.44%	11.80%	-5.36%
	PO1 (28-31)	30	£37,260	£2,355	£39,615	6.32%	11.80%	-5.48%
I		31	£38,148	£2,355	£40,503	6.17%	11.80%	-5.63%
Scp 31-34	PO2 (30-33)	32	£39,117	£2,355	£41,472	6.02%	11.80%	-5.78%
		33	£40,155	£2,355	£42,510	5.86%	11.80%	-5.94%

LBTH scales	Schools	SCP	Inner London Apr 2021	Pay offer	Inner London Apr 2022	% increase	RPI August 22	LOSS in Real Pay
	PO3 (33-36)	34	£41,346	£2,355	£43,701	5.70%	11.80%	-6.10%
J		35	£42,336	£2,355	£44,691	5.56%	11.80%	-6.24%
Scp 35-38		36	£43,356	£2,355	£45,711	5.43%	11.80%	-6.37%
	PO4 (36-39)	37	£44,364	£2,355	£46,719	5.31%	11.80%	-6.49%
		38	£45,381	£2,355	£47,736	5.19%	11.80%	-6.61%
K		39	£46,392	£2,355	£48,747	5.08%	11.80%	-6.72%
Scp 39-42	PO5 (39-42)	40	£47,352	£2,355	£49,707	4.97%	11.80%	-6.83%
		41	£48,402	£2,355	£50,757	4.87%	11.80%	-6.93%
		42	£49,428	£2,355	£51,783	4.76%	11.80%	-7.04%
L	PO6 (41-44)	43	£50,451	£2,355	£52,806	4.67%	11.80%	-7.13%
Scp 43-46		44	£51,444	£2,355	£53,799	4.58%	11.80%	-7.22%
		45	£52,470	£2,355	£54,825	4.49%	11.80%	-7.31%
		46	£53,490	£2,355	£55,845	4.44%	11.80%	-7.36%
M		47	£54,513	£2,355	£56,868	4.32%	11.80%	-7.48%
Scp 47-50		48	£55,554	£2,355	£57,909	4.24%	11.80%	-7.56%
		49	£56,640	£2,355	£58,995	4.16%	11.80%	-7.64%
		50	£57,750	£2,355	£60,105	4.08%	11.80%	-7.72%
		51	£58,851	£2,355	£61,206	4.00%	11.80%	-7.80%
N	(Not in Use)	52	£59,943	£2,355	£62,298	3.93%	11.80%	-7.87%
Scp 52-55		53	£61,038	£2,355	£63,393	3.86%	11.80%	-7.94%
		54	£62,127	£2,355	£64,482	3.79%	11.80%	-8.01%
		55	£63,234	£2,355	£65,589	3.72%	11.80%	-8.08%
O		56	£64,314	£2,355	£66,669	3.66%	11.80%	-8.14%
Scp 56-60		57	£65,415	£2,355	£67,770	3.60%	11.80%	-8.20%
		58	£66,528	£2,355	£68,883	3.54%	11.80%	-8.26%
		59	£67,599	£2,355	£69,954	3.48%	11.80%	-8.32%
		60	£68,703	£2,355	£71,058	3.43%	11.80%	-8.37%
		61	£70,104	£2,355	£72,459	3.34%	11.80%	-8.46%
		62	£71,544	£2,355	£73,899	3.29%	11.80%	-8.51%
		63	£72,990	£2,355	£75,345	3.23%	11.80%	-8.57%
Scp 64-68		64	£74,502	£2,355	£76,857	3.16%	11.80%	-8.64%
		65	£76,014	£2,355	£78,369	3.10%	11.80%	-8.70%

UNISON Tower Hamlets
7th floor, Mulberry Place, 5 Clove Crescent, London E14 2BG
0207 364 5302 jacqueline.durand@towerhamlets.gov.uk

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this promises to be a winter of hardship for many, and of falling living standards if wages do not match inflation.

UNISON's national NJC committee has made no recommendation. They recognise that to achieve an improved offer will require industrial action, and that rejection of the offer will mean we move to a legal industrial action ballot with a requirement to achieve a 50% turnout.

Pay resistance growing

But as the cost-of-living crisis deepens more and more workers are turning to industrial action to defend living standards. Rail workers and postal and communications workers have struck already. Nurses and health workers are balloting, and teachers, civil servants and others are preparing to.

As Mick Lynch and Dave Ward, RMT and Communications Workers Union General Secretaries, have pointed out it is time to say "Enough is Enough" to workers being made to pay while profits boom.

That is why our branch officers and stewards are recommending a vote to reject the offer.

Use your vote

Your branch committee recommends rejection

- **The Consultation will run from 24 August to noon on Monday 19 September. You will receive a vote electronically to the email address you have provided to UNISON, or by post to your home address. Please log on to My UNISON – Login Page or contact the branch office to ensure we have your current email and postal address.**
- **Nationally only 14% participated in the industrial action ballot on last year's pay offer. Despite the ballot supporting industrial action it failed to meet the 50% threshold imposed by the Tories. We can't make this mistake again. The first step is get over 50% voting in this consultation.**
- **If you don't receive a vote by 5 September: Call 020 7364 5302 or email Jacqueline.Durand@towerhamlets.gov.uk or bernadette.hall@towerhamlets.gov.uk**

Volunteers needed

If you feel passionate about getting a decent pay award you can help. We are looking for *pay champions* who are willing to distribute materials and posters and talk to colleagues and encourage them to vote. Please email *Jacqueline.durand@towerhamlets.gov.uk* or *bernadette.hall@towerhamlets.gov.uk* if you are willing to be a *pay champion*.

UNISON *Tower Hamlets*
7th floor, Mulberry Place, 5 Clove Crescent, London E14 2BG
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