Greater London Provincial Council

DATE: 1 November 2022

GLPC CIRCULAR – November 2022

Dear Colleague

SALARY ARRANGEMENTS FOR LONDON - April 2022

As you are no doubt aware, agreement has been reached on the pay award for Local Government Services ('Green Book') employees, covering the period 1 April 2022 to 31 March 2023.

The London Agreement specifies that inner and outer London pay spines will be amended each year in line with the same methodology approach and key principles of the agreement reached at the NJC for Local Government Services.

Therefore, the national pay agreement for Local Government Services employees of a pay increase of £1,925 on all NJC pay points translates for London as follows.

- An increase of £2,229 on all Outer London pay points and an increase of £2,355 on all Inner London pay points.
- Allowances to be increased by 4.04%

Based on the above agreement the rates of pay applicable from 1 April 2022 for the Outer and Inner London pay spines are attached respectively at Annex 1 and Annex 2.

The rates for allowances up-rated in line with the agreement are set out below.

Planned overtime rates

The GLPC recommended planned overtime rates are as follows with a 4.04% increase:

	Overtime rate 2020	Overtime rate 2021	Overtime rate 2022
Rate a)	£21.60	£21.98	£22.86
Rate b)	£23.12	£23.52	£24.47
Rate c)	£25.09	£25.53	£26.56

These rates are relevant from spinal column point 23 and above. See **Annex 3** for an example of how the planned overtime rates work with typical London borough grading arrangements. Paragraph 2.4 of the Gold Book also provides guidance on the application of these rates.

Special London Allowance for Residential Staff

The rate from 1 April 2022 is £1,271, an increase from £1,221 at April 2021.

Separate London Allowance

If your organisation continues to use a separate London Allowance or needs to identify it separately for payroll purposes for employees paid at spine point 50 and above, the following figures would be used. Note April 2022 allowances have been increased by 4.04% in line with the national pay agreement.

Kerth Williams Stor

	01-Apr- 20	01-Apr- 21	01-Apr- 22
Inner London (APT & C)	£3,713	£3,778	£3,931
Outer London (APT & C)	£1,978	£2,013	£2,094
Greater London (Manual			
Workers)	£2,714	£2,761	£2,873

Yours sincerely Joint Secretaries

Helen Reynolds

Keith Williams

Steve Davies

To: The Chief Executives of the London boroughs

The Heads of Human Resources of the London boroughs

The Finance Directors of the London boroughs

GLEF Employers' Side representatives

London Councils Political Advisers'

The constituent trade unions

Annex 1 – Outer London Pay Spines

NJC for LG Services - Final pay agreement nationally £1925 on all pay points equal to 10.5% on SCP1 from 1 April 2022. Therefore, the proportionate equivalent increase for Outer London is £2,229.

Note - London convention of rounding up to the multiple of £3.

		1		1	0.4
	Outer		Outer		Outer London
Outer	London		London		Apr
London	Apr		Apr		2022
2019	2020		2021		New
Spine	Rate		Rate		Rate
1	£20,658		£21,228		£23,457
2	£21,030		£21,399		£23,628
3	£21,408		£21,783		£24,012
4	£21,795		£22,179		£24,408
5	£22,185		£22,575		£24,804
6	£22,587		£22,983		£25,212
7	£22,995		£23,400		£25,629
8	£23,406		£23,817		£26,046
9	£23,826		£24,243		£26,472
10	£24,258		£24,684		£26,913
11	£24,693		£25,128		£27,357
12	£25,137		£25,578		£27,807
13	£25,590		£26,040		£28,269
14	£26,052		£26,508		£28,737
15	£26,520		£26,985		£29,214
16	£26,997		£27,471		£29,700
17	£27,483		£27,966		£30,195
18	£27,978		£28,470		£30,699
19	£28,482		£28,983		£31,212
20	£28,992		£29,502		£31,731
21	£29,517		£30,036		£32,265
22	£30,048		£30,576		£32,805
23	£30,585		£31,122		£33,351
24	£31,044		£31,590		£33,819
25	£31,557		£32,112		£34,341
26	£32,418		£32,988		£35,217
27	£33,324		£33,909		£36,138
28	£34,209		£34,809		£37,038
29	£34,884		£35,496		£37,725
30	£35,751		£36,378		£38,607
31	£36,708		£37,353		£39,582
32	£37,722		£38,385		£40,614
33	£38,883		£39,564		£41,793
34	£39,867		£40,566		£42,795
35	£40,869		£41,586		£43,815
36	£41,850		£42,585		£44,814
37	£42,855		£43,605		£45,834
38	£43,860		£44,628		£46,857
39	£44,790		£45,576		£47,805
40	£45,834		£46,638		£48,867
40	2.10,00-	l	210,000	l	2 10,007

£46,839		£47,661		£49,890
£47,841		£48,681		£50,910
£48,819		£49,674		£51,903
£49,827		£50,700		£52,929
£50,826		£51,717		£53,946
£51,837		£52,746		£54,975
£52,866		£53,793		£56,022
£53,928		£54,873		£57,102
£55,017		£55,980		£58,209
£56,100		£57,084		£59,313
£57,171		£58,173		£60,402
£58,242		£59,262		£61,491
£59,325		£60,366		£62,595
£60,396		£61,455		£63,684
£61,470		£62,547		£64,776
£62,556		£63,651		£65,880
£63,633		£64,749		£66,978
£64,704		£65,838		£68,067
£65,784		£66,936		£69,165
£67,167		£68,343		£70,572
£68,568		£69,768		£71,997
£70,002		£71,229		£73,458
£71,475		£72,726		£74,955
£72,969		£74,247		£76,476
£74,433		£75,738		£77,967
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Annex 2 – Inner London Pay Spines

NJC for LG Services - Final pay agreement nationally £1925 on all pay points equal to 10.5% on SCP1 from 1 April 2022. Therefore, the proportionate equivalent increase for Inner London is £2,355.

Note - London convention of rounding up to the multiple of £3.

Inner				Inner
London 2019 New Spine Apr Rate Apr 2021 Rate 2021 Rate Apr 2021 Rate 2022 New Rate 1 £21,816 £22,416 £24,771 £24,954 £24,954 £24,771 2 £22,209 £22,599 £24,954 £25,359 £24,954 £25,359 £24,954 £25,359 £24,954 £25,359 £24,954 £25,359 £24,954 £25,359 £25,359 £24,270 £25,359 £25,776 £25,619 £25,776 £25,619 £25,776 £26,625 £27,060 £24,270 £26,625 £27,060 £27,507 £27,507 £27,507 £27,507 £27,507 £27,507 £27,507 £27,507 £27,507 £27,507 £27,507 £27,507 £27,507 £27,507 £27,507 £27,507 £27,507 £27,507 £27,507 £28,419 £28,419 £28,419 £28,602 £27,957 £28,490 £29,532 £28,890 £29,364 £27,498 £29,853 £30,348 £29,853 £31,365 £28,497 £30,852 £31,365 £32,849 £31,365				
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40 £46,536 £47,352 £49,707	39	£45,594	£46,392	£48,747
	40	£46,536	£47,352	£49,707

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41	£47,568		£48,402		£50,757
42	£48,576		£49,428		£51,783
43	£49,581		£50,451		£52,806
44	£50,559		£51,444		£53,799
45	£51,567		£52,470		£54,825
46	£52,569		£53,490		£55,845
47	£53,574		£54,513		£56,868
48	£54,597		£55,554		£57,909
49	£55,665		£56,640		£58,995
50	£56,754		£57,750		£60,105
51	£57,837		£58,851		£61,206
52	£58,911		£59,943		£62,298
53	£59,988		£61,038		£63,393
54	£61,056		£62,127		£64,482
55	£62,145		£63,234		£65,589
56	£63,207		£64,314		£66,669
57	£64,287		£65,415		£67,770
58	£65,382		£66,528		£68,883
59	£66,435		£67,599		£69,954
60	£67,521		£68,703		£71,058
61	£68,898		£70,104		£72,459
62	£70,311		£71,544		£73,899
63	£71,733		£72,990		£75,345
64	£73,218		£74,502		£76,857
65	£74,706		£76,014		£78,369

Annex 3

GLPC planned Overtime rates against spinal points applicable from 1 April 2022

Typical original GLPC Outer LB pay grades based on Hounslow and Greenwich

SCP	2021 Outer Salary			1 Apr 2021 GLPC Planned O/Time rates	2022 Outer Salary	New 1 Apr 22 Planned O/time rate
23	£31,122	SO1			£33,351	
24	£31,590			£21.98	£33,819	£22.86
25	£32,112				£34,341	
26	£32,988	SO2			£35,217	
27	£33,909		PO1		£36,138	
28	£34,809				£37,038	
29	£35,496	PO2			£37,725	
30	£36,378			£23.52	£38,607	£24.47
31	£37,353				£39,582	
32	£38,385		PO3		£40,614	
33	£39,564				£41,793	
34	£40,566				£42,795	
35	£41,586	PO4			£43,815	
36	£42,585				£44,814	
37	£43,605			£25.53	£45,834	£26.56
38	£44,628		PO5		£46,857	
39	£45,576				£47,805	
40	£46,638	P06			£48,867	
41	£47,661				£49,890	
42	£48,681				£50,910	
43	£49,674				£51,903	
44	£50,700				£52,929	

Typical original GLPC Inner LB pay grades based on Lambeth and Hammersmith & Fulham

SCP	2021 Inner Salary			1 Apr 2021 GLPC Planned O/Time rates	2022 Inner Salary	New 1 Apr 22 Planned O/time rate
23	£32,868	SO1			£35,223	
24	£33,459			£21.98	£35,814	£22.86
25	£34,062				£36,417	
26	£34,671		1		£37,026	
27	£35,298	SO2			£37,653	
28	£35,682		PO1		£38,037	
29	£36,579				£38,934	
30	£37,260	PO2		£23.52	£39,615	£24.47
31	£38,148				£40,503	
32	£39,117				£41,472	
33	£40,155		PO3		£42,510	
34	£41,346				£43,701	
35	£42,336				£44,691	
36	£43,356	PO4			£45,711	
37	£44,364			£25.53	£46,719	£26.56
38	£45,381				£47,736	
39	£46,392		PO5		£48,747	
40	£47,352				£49,707	
41	£48,402	P06			£50,757	
42	£49,428				£51,783	
43	£50,451				£52,806	
44	£51,444				£53,799	