

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

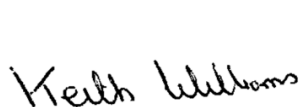
If your organisation continues to use a separate London Allowance or needs to identify it separately for payroll purposes for employees paid at spine point 50 and above, the following figures would be used. Note April 2022 allowances have been increased by 4.04% in line with the national pay agreement.

	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.

Outer London 2019 Spine	Outer London Apr 2020 Rate	Outer London Apr 2021 Rate	Outer London Apr 2022 New 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

41	£46,839	£47,661	£49,890
42	£47,841	£48,681	£50,910
43	£48,819	£49,674	£51,903
44	£49,827	£50,700	£52,929
45	£50,826	£51,717	£53,946
46	£51,837	£52,746	£54,975
47	£52,866	£53,793	£56,022
48	£53,928	£54,873	£57,102
49	£55,017	£55,980	£58,209
50	£56,100	£57,084	£59,313
51	£57,171	£58,173	£60,402
52	£58,242	£59,262	£61,491
53	£59,325	£60,366	£62,595
54	£60,396	£61,455	£63,684
55	£61,470	£62,547	£64,776
56	£62,556	£63,651	£65,880
57	£63,633	£64,749	£66,978
58	£64,704	£65,838	£68,067
59	£65,784	£66,936	£69,165
60	£67,167	£68,343	£70,572
61	£68,568	£69,768	£71,997
62	£70,002	£71,229	£73,458
63	£71,475	£72,726	£74,955
64	£72,969	£74,247	£76,476
65	£74,433	£75,738	£77,967

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 London 2019 Spine	Inner London Apr New Rate	Inner London Apr 2021 Rate	Inner London Apr 2022 New Rate
1	£21,816	£22,416	£24,771
2	£22,209	£22,599	£24,954
3	£22,608	£23,004	£25,359
4	£23,016	£23,421	£25,776
5	£23,427	£23,838	£26,193
6	£23,850	£24,270	£26,625
7	£24,279	£24,705	£27,060
8	£24,717	£25,152	£27,507
9	£25,161	£25,602	£27,957
10	£25,614	£26,064	£28,419
11	£26,076	£26,535	£28,890
12	£26,544	£27,009	£29,364
13	£27,024	£27,498	£29,853
14	£27,510	£27,993	£30,348
15	£28,005	£28,497	£30,852
16	£28,509	£29,010	£31,365
17	£29,022	£29,532	£31,887
18	£29,544	£30,063	£32,418
19	£30,078	£30,606	£32,961
20	£30,618	£31,155	£33,510
21	£31,170	£31,716	£34,071
22	£31,731	£32,289	£34,644
23	£32,301	£32,868	£35,223
24	£32,883	£33,459	£35,814
25	£33,474	£34,062	£36,417
26	£34,074	£34,671	£37,026
27	£34,689	£35,298	£37,653
28	£35,067	£35,682	£38,037
29	£35,949	£36,579	£38,934
30	£36,618	£37,260	£39,615
31	£37,491	£38,148	£40,503
32	£38,442	£39,117	£41,472
33	£39,462	£40,155	£42,510
34	£40,632	£41,346	£43,701
35	£41,607	£42,336	£44,691
36	£42,609	£43,356	£45,711
37	£43,599	£44,364	£46,719
38	£44,598	£45,381	£47,736
39	£45,594	£46,392	£48,747
40	£46,536	£47,352	£49,707

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	PO1	£21.98	£33,351	£22.86		
24	£31,590				£33,819			
25	£32,112				£34,341			
26	£32,988	SO2			£35,217			
27	£33,909				£36,138			
28	£34,809				£37,038			
29	£35,496	PO2	PO3	£23.52	£37,725	£24.47		
30	£36,378				£38,607			
31	£37,353				£39,582			
32	£38,385				£40,614			
33	£39,564				£41,793			
34	£40,566				£42,795			
35	£41,586	PO4	PO5	£25.53	£43,815	£26.56		
36	£42,585				£44,814			
37	£43,605				£45,834			
38	£44,628				£46,857			
39	£45,576				£47,805			
40	£46,638				£48,867			
41	£47,661	PO6			£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		£21.98	£35,223	£22.86
24	£33,459				£35,814	
25	£34,062				£36,417	
26	£34,671				£37,026	
27	£35,298	SO2	PO1	£23.52	£37,653	£24.47
28	£35,682				£38,037	
29	£36,579	PO2			£38,934	
30	£37,260				£39,615	
31	£38,148				£40,503	
32	£39,117				£41,472	
33	£40,155		PO3	£25.53	£42,510	£26.56
34	£41,346				£43,701	
35	£42,336				£44,691	
36	£43,356	PO4			£45,711	
37	£44,364				£46,719	
38	£45,381				£47,736	
39	£46,392		PO5		£48,747	
40	£47,352			£52,806	£49,707	£53,799
41	£48,402	PO6			£50,757	
42	£49,428				£51,783	
43	£50,451				£52,806	
44	£51,444				£53,799	