

Date: March 2019

Dear Colleague,

New Pay Spines from 1 April 2019

I am writing to advise you that from 1 April 2019 there will be new pay spines applied to the Councils grading structure as a result of the national pay award.

The detail of this has been agreed by the Greater London Provincial Council.

A key driver for this work is that a number of bottom scale points no longer apply as the Council is a London Living Wage employer, and additionally, a recognition that the cost of living is higher in London. It is important to note that in addition to the 2% pay award which will be applied from 1 April 2019, you may also receive an incremental or scale point increase (even if you were previously the top of your grade as explained below). The new scale point structure has been designed so that everyone receives an increase in pay.

There have been local discussions with UNISON, GMB & Unite the Council's recognised trade unions to determine how to best implement these changes.

Please see the attached sheet which will detail the old and new spinal points and the associated grade and your annual gross salary that will come into effect from 1st April 2019.

While an individual's scale point number may decrease from these changes, the associated salary will not. This is because following the deletion of a number of old scale points, the whole grading structure has been amended to reflect a new numbering of scale points from 1 to 65

As an example: An individual previously at the starting point of Scale 5 would have been on spinal point 22. In the new grading scheme the scale point will be 12. Additionally if an incremental increase applies then you would be placed on scale point 13.

The new grading structure has added an additional spinal point to grades **Scale 4, Scale 5, Scale 6 and PO12**. These additions will sit at the top of each scale as these grades have been extended

Note.

When checking your payslip for April, please remember that as well as the pay increase, your scale point will change leading to an increase in salary.

If you require further information having checked your April pay slip please contact your school in the first instance. Your trade union will also be able to advise you

Yours sincerely

A handwritten signature in black ink, appearing to read 'Stuart Petrie', with a stylized, cursive script.

Stuart Petrie
Head of Human Resources