

Colenzo Jarrett-Thorpe  
Staff Side Secretary  
JNC for Youth and Community Workers  
Unite House  
128 Theobald's Road  
London  
WC1X 8TN

16 June 2016

Dear Colenzo

### **Confirmation of response to pay and conditions claim**

As indicated at the JNC on Wednesday, I am writing to confirm the response of the Employers' Side to your 2016 pay and condition claim.

On element iii) regarding an increase in pay the Employers' Side made the following offer

From 1 September 2016

- The deletion of pay point 1
- £300 (2%) on pay point 2
- £300 (1.9%) on pay point 3
- £250 (1.5%) on pay point 4
- £200 (1.2%) on pay point 5
- 1% on all other pay points
- 1% on London and Area allowances

From September 2017

- £300 (1.93%) on pay point 2
- £300 (1.86%) on pay point 3
- £250 (1.50%) on pay point 4
- £250 (1.45%) on pay point 5
- 1% on all other pay points
- 1% on London and Area allowances

On element i) regarding a joint campaign to defend youth services, the Employers' Side reiterated its support for youth work and recognised the wider contribution the service made to other public policy objectives. However, it also recognised the autonomy of local authorities in determining local priorities in the context of increasing tight financial constraints. It offered a further discussion through the joint secretaries to consider whether anything could be done in terms of advocacy for the service.

On element ii) on committing to maintain the JNC agreement, the Employers' Side indicated that it had already confirmed its support for continuing to endorse the qualifications framework. It has asked officers to look at the operation of the framework and report back at the end of the next qualifications cycle. This will include issues relevant to both England and Wales. The employers will also consider other aspects of the JNC agreement. The Employers' Side will take no decisions regarding the future of the JNC while this work is being carried out.

On element vi) regarding pensions, the employers agreed to further discussions through the joint secretaries to identify the potential for further joint advice.

The Employers' Side rejected the other elements of your claim, namely

- iv) Commit to ensuring that no pay point should fall below the Minimum Income Standard annual earning requirement for a single adult by 2020
- v) Undertake a joint comparative review of all London and Area allowances
- vii) Formally define an evening session as one that finishes after 6pm
- viii) Reduce the working week for all youth workers to 36 hours and 35 hours in London
- ix) Begin a dialogue about the inclusion of playwork practitioners in the JNC agreement and pay scales

I would be grateful if you could confirm that the Staff Side intends to consult its membership on the offer, with an indication of the timescale.

Yours sincerely



**Simon Pannell**  
**Employers' Side Secretary**