

Joint Negotiating Committee for Local Authority Craft & Associated Employees

To: Chief Executives in England and Wales (N Ireland for information)
(copies for HR Director, Finance Director and DLO Manager)
Members of the Joint Negotiating Committee

3 February 2022

Dear Chief Executive,

Temporary increase required to JNC Building Labourer grade

On 1 April 2022, the National Living Wage (NLW) will increase from £8.91 per hour to £9.50.

The Craft JNC pay agreement of 2016-18 established the principle of aligning the five Craft Grades to pay points 2, 3, 4 and 5 on the revised NJC 'Green Book' pay spine. This means that in the absence of the JNC having yet reached a pay agreement for 2021, the pay rate for Building Labourer grade (equivalent to NJC pay point 2) will fall below the statutory NLW on 1 April.

Organisations must therefore ensure that all employees on the Building Labourer grade who are paid the **specific** annual salary as set out in the JNC pay circular dated 12 October 2020, have their pay increased with effect from 1 April as shown:


Designation	1 April 2020 per week	1 April 2020 per annum	1 April 2021 per week	1 April 2021 per annum
Building Labourer	£349.00	£18,198	£351.59	£18,333

Using the JNC's longstanding formula for calculating an hourly rate, £9.50 has been reached by dividing £18,333 by 52.143 weeks (which is 365 days divided by 7) and then dividing again by 37 (the standard working week in local government).

The uprated figure should continue to be paid until such time as the JNC reaches a settlement on pay for 2021.

Yours sincerely,

Naomi
Cooke



Naomi Cooke

Jim Kennedy

Joint Secretaries