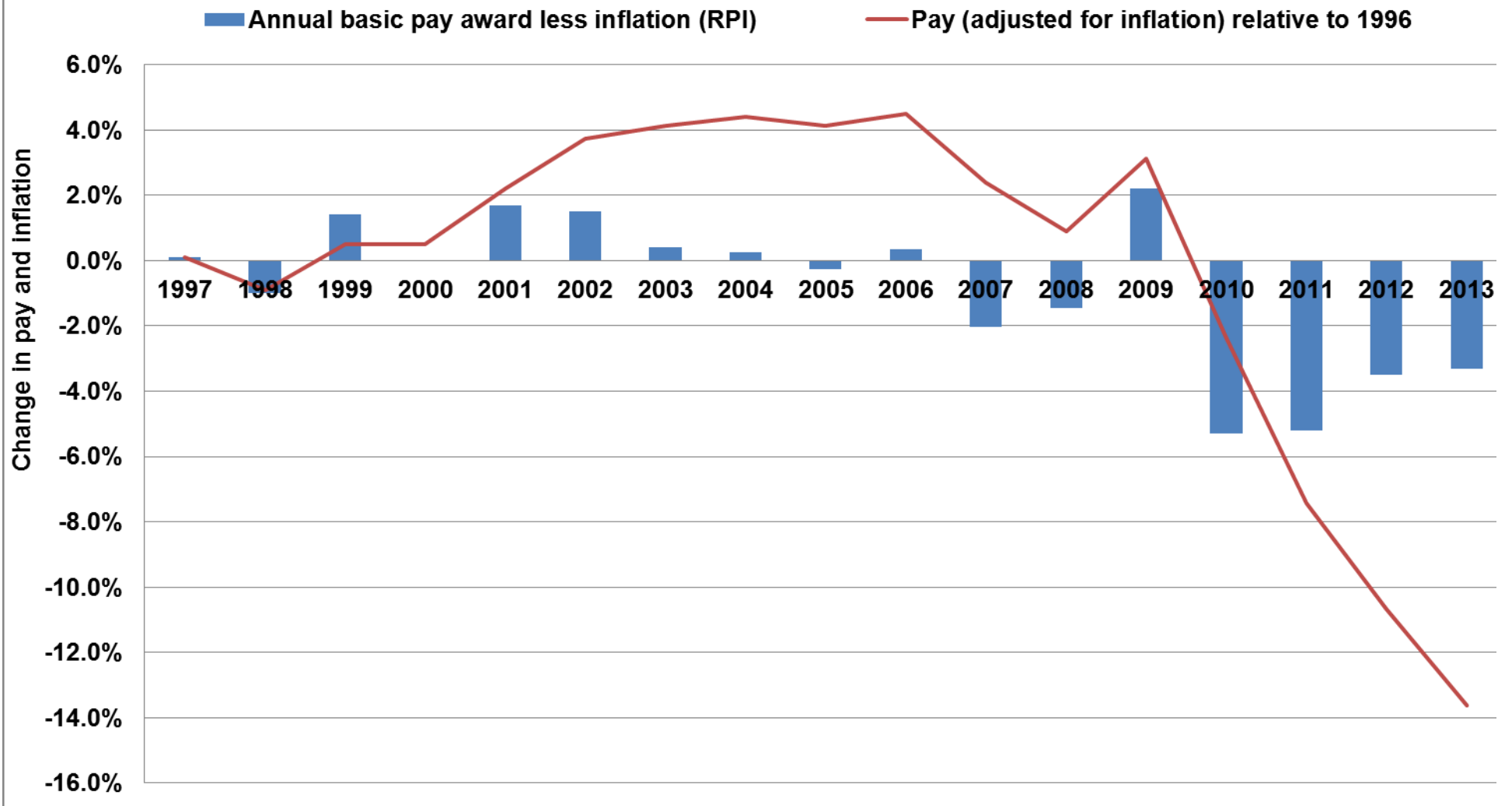


The Future Public Servant – A Workforce Fit For the Future

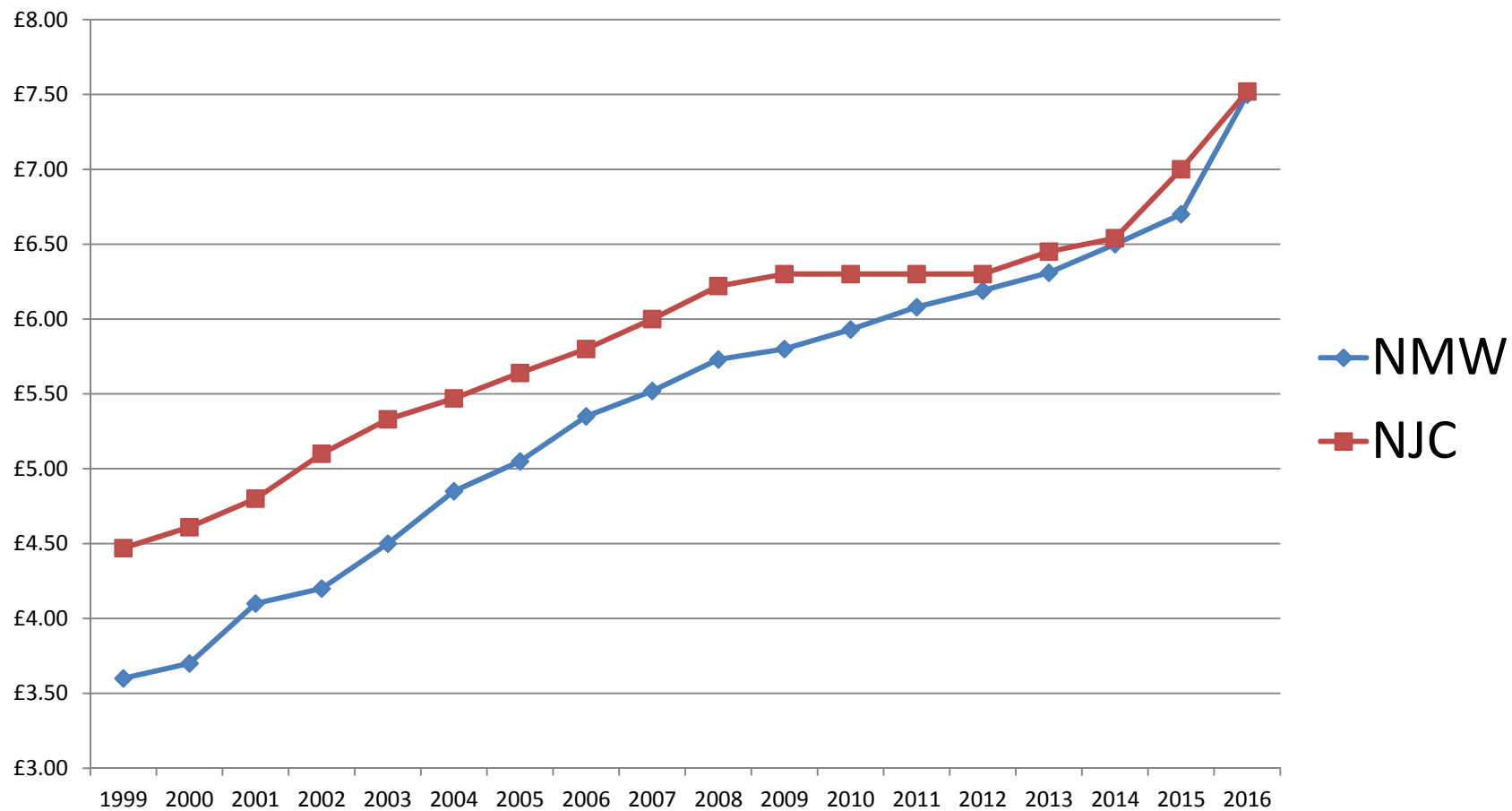
Heather Wakefield

UNISON

Pay increases for local government employees outstripped inflation in the first half of the 2000s but have been below it in five out of the last six years. Prior to a 2013 award, real headline pay is 14% below its 1996 level - and 17% below its 2009 peak



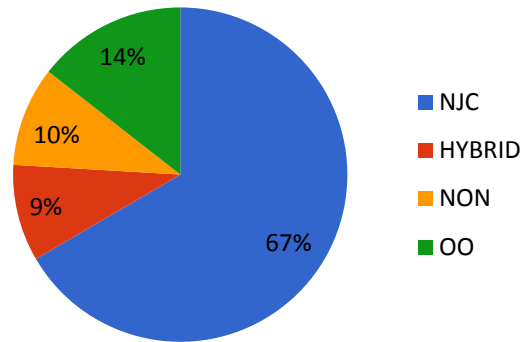
Pay at the bottom pegged to NMW or NLW



Low pay throughout the pay spine

NJC and NHS pay compared					
NHS Job title	NJC job title	NJC salary	NHS 37 Hour	Difference (£)	Difference (%)
Domestic Support Worker	Cleaner	£14,311	£15,047 min. or £15,309 max	£736 - £998	5.1% – 7%
Nursery Nurse	Nursery Worker	£18,379	£20,771	£2,392	13%
Librarian (1/4/16)	Librarian (1/4/16)	£23,166	£24,960	£1,794	7.7%
Health Improvement Principal	Principal Environmental Health Officer	£38,171	£50,529	£12,358	32.4%

All councils in England and Wales- NJC membership and pay spine



All NJC councils in England and Wales – Use of NJC pay spine

