

Greater London Provincial Council

DATE: 24 April 2018

GLPC CIRCULAR 1/2018

Dear Colleague

SPECIAL SALARY ARRANGEMENTS FOR LONDON 2018 - 2020

Agreement has been reached between the Employers and Union sides of the Greater London Provincial Council on the rates of pay applicable within the London Agreement.

The rates of pay applicable from **1 April 2018** and **1 April 2019** for the Outer and Inner London pay spines are attached respectively at **Annex 1** and **Annex 2**.

The new rates for allowances up-rated in line with the headline pay increase of two per cent in each year are set out below.

Planned overtime rates

The GLPC recommends planned overtime rates as follows:

	1 April 2017	1 April 2018	1 April 2019
Rate a)	£20.20	£20.60	£21.02
Rate b)	£21.63	£22.06	£22.50
Rate c)	£23.47	£23.94	£24.42

These rates are relevant from spinal column point 29 and above. See paragraph 2.4 of the Gold Book for guidance on the application of these rates.

Special London Allowance for Residential Staff

The agreed rate from 1 April 2018 is **£1144** and from 1 April 2019 **£1167** (increased from the 31 March 2018 rate of £1122).

Yours sincerely



Helen Reynolds
Joint Secretaries



Onay Kasab



Vaughan West



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 Pay & ER Forum
London Councils Political Advisers
The constituent trade unions

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From 1 April 2018 the Outer London Pay Spine will increase as follows

Spine Point	Outer London 2018 Cash increase	Outer London 2018 equivalent % increase
6	£1,650	9.19%
7	£1,650	9.17%
8	£1,650	9.14%
9	£1,650	9.11%
10	£1,551	8.46%
11	£1,539	8.39%
12	£1,539	8.38%
13	£1,539	8.37%
14	£1,350	7.24%
15	£1,200	6.34%
16	£900	4.67%
17	£849	4.33%
18	£750	3.77%
19	£600	2.91%

Outer London spinal points 20 and above increase by two percent.

From 1 April 2018 the Inner London Pay Spine will increase as follows

Spine Point	Inner London 2018 Cash increase	Inner London 2018 equivalent % increase
6	£1,779	9.77%
7	£1,719	9.36%
8	£1,491	7.95%
9	£1,320	6.93%
10	£1,161	6.01%
11	£1,269	6.56%
12	£1,119	5.70%
13	£951	4.75%
14	£879	4.33%
15	£849	4.13%
16	£819	3.92%
17	£831	3.91%
18	£831	3.85%
19	£639	2.88%

Inner London spinal points 20 and above increase by two percent.

From 1 April 2019 the London pay spines increase is based on the following principles:

- No one gets less than a 2% rise in either year
- Bottom loading in both years with higher than 2% increases each year up to old spine point 20 and, in 2019, better than 2% increases for old spine points 20–30 on the Outer London spine and better than 2% increases for old spine points 20–32 on the Inner London spine
- The new 2019 spines each have even increment increases of 1.8% up to old spine point 28

Annex 1 - Outer London Pay Spines

Note - London convention of rounding up or down to nearest multiple of 3

London Spine	Outer London 2017 Current Rate	Outer London 2018 New Rate	Outer London 2019 New Assimilation Spine Point	2019 Outer Pay after Assim (no grade change)	Outer London 2019 New Spine	Outer London 2019 New Rate
6	£17,961	£19,611	1	£20,103	1	£20,103
7	£17,985	£19,635	1	£20,103	2	£20,466
8	£18,051	£19,701	2	£20,466	3	£20,835
9	£18,105	£19,755	2	£20,466	4	£21,210
10	£18,330	£19,881	3	£20,835	5	£21,591
11	£18,357	£19,896	3	£20,835	6	£21,981
12	£18,375	£19,914	4	£21,210	7	£22,377
13	£18,396	£19,935	4	£21,210	8	£22,779
14	£18,657	£20,007	5	£21,591	9	£23,187
15	£18,936	£20,136	5	£21,591	10	£23,607
16	£19,281	£20,181	6	£21,981	11	£24,030
17	£19,623	£20,472	6	£21,981	12	£24,462
18	£19,917	£20,667	7	£22,377	13	£24,903
19	£20,598	£21,198	8	£22,779	14	£25,353
20	£21,276	£21,702	9	£23,187	15	£25,809
21	£21,984	£22,425	10	£23,607	16	£26,274
22	£22,506	£22,956	12	£24,462	17	£26,745
23	£23,115	£23,577	13	£24,903	18	£27,228
24	£23,802	£24,279	14	£25,353	19	£27,717
25	£24,510	£24,999	15	£25,809	20	£28,215
26	£25,242	£25,746	18	£27,228	21	£28,725
27	£26,019	£26,538	19	£27,717	22	£29,241
28	£26,805	£27,342	20	£28,215	23	£29,766
29	£27,801	£28,356	23	£29,766	24	£30,213
30	£28,668	£29,241	24	£30,213	25	£30,708
31	£29,517	£30,108	25	£30,708	26	£31,548
32	£30,324	£30,930	26	£31,548	27	£32,430
33	£31,170	£31,794	27	£32,430	28	£33,291
34	£31,998	£32,637	28	£33,291	29	£33,945
35	£32,628	£33,282	29	£33,945	30	£34,794
36	£33,444	£34,113	30	£34,794	31	£35,724
37	£34,338	£35,025	31	£35,724	32	£36,711
38	£35,286	£35,991	32	£36,711	33	£37,842

39	£36,372	£37,098	33	£37,842	34	£38,799
40	£37,293	£38,040	34	£38,799	35	£39,774
41	£38,229	£38,994	35	£39,774	36	£40,728
42	£39,147	£39,930	36	£40,728	37	£41,706
43	£40,086	£40,887	37	£41,706	38	£42,681
44	£41,025	£41,847	38	£42,681	39	£43,590
45	£41,898	£42,735	39	£43,590	40	£44,607
46	£42,876	£43,734	40	£44,607	41	£45,585
47	£43,815	£44,691	41	£45,585	42	£46,560
48	£44,751	£45,645	42	£46,560	43	£47,511
49	£45,666	£46,578	43	£47,511	44	£48,492
50	£46,608	£47,541	44	£48,492	45	£49,464
51	£47,544	£48,495	45	£49,464	46	£50,448
52	£48,489	£49,458	46	£50,448	47	£51,450
53	£49,452	£50,442	47	£51,450	48	£52,482
54	£50,445	£51,453	48	£52,482	49	£53,544
55	£51,465	£52,494	49	£53,544	50	£54,597
56	£52,476	£53,526	50	£54,597	51	£55,638
57	£53,478	£54,549	51	£55,638	52	£56,682
58	£54,480	£55,569	52	£56,682	53	£57,735
59	£55,494	£56,604	53	£57,735	54	£58,779
60	£56,496	£57,627	54	£58,779	55	£59,823
61	£57,501	£58,650	55	£59,823	56	£60,879
62	£58,515	£59,685	56	£60,879	57	£61,929
63	£59,523	£60,714	57	£61,929	58	£62,970
64	£60,525	£61,737	58	£62,970	59	£64,023
65	£61,536	£62,766	59	£64,023	60	£65,367
66	£62,829	£64,086	60	£65,367	61	£66,732
67	£64,140	£65,424	61	£66,732	62	£68,127
68	£65,481	£66,792	62	£68,127	63	£69,561
69	£66,861	£68,199	63	£69,561	64	£71,016
70	£68,259	£69,624	64	£71,016	65	£72,438

Annex 2 - Inner London Pay Spines

Note - London convention of rounding up or down to nearest multiple of 3

London Spine	Inner London 2017 Current Rate	Inner London 2018 New Rate	Inner London 2019 New Assimilation Spine Point	2019 Inner Pay after Assim (no grade change)	Inner London 2019 New Spine	Inner London 2019 New Rate
6	£18,222	£20,001	1	£21,231	1	£21,231
7	£18,384	£20,103	1	£21,231	2	£21,612
8	£18,747	£20,238	2	£21,612	3	£22,002
9	£19,050	£20,370	2	£21,612	4	£22,398
10	£19,311	£20,472	3	£22,002	5	£22,800
11	£19,347	£20,616	3	£22,002	6	£23,211
12	£19,665	£20,784	4	£22,398	7	£23,628
13	£20,001	£20,952	4	£22,398	8	£24,054
14	£20,310	£21,189	5	£22,800	9	£24,486
15	£20,580	£21,429	5	£22,800	10	£24,927
16	£20,907	£21,726	6	£23,211	11	£25,377
17	£21,252	£22,083	6	£23,211	12	£25,833
18	£21,546	£22,377	7	£23,628	13	£26,298
19	£22,218	£22,857	8	£24,054	14	£26,772
20	£22,902	£23,361	9	£24,486	15	£27,255
21	£23,610	£24,081	10	£24,927	16	£27,744
22	£24,135	£24,618	12	£25,833	17	£28,245
23	£24,738	£25,233	13	£26,298	18	£28,752
24	£25,437	£25,947	14	£26,772	19	£29,271
25	£26,136	£26,658	15	£27,255	20	£29,796
26	£26,865	£27,402	18	£28,752	21	£30,333
27	£27,654	£28,206	19	£29,271	22	£30,879
28	£28,440	£29,010	20	£29,796	23	£31,434
29	£29,424	£30,012	23	£31,434	24	£32,001
30	£30,294	£30,900	24	£32,001	25	£32,577
31	£31,140	£31,764	25	£32,577	26	£33,162
32	£31,953	£32,592	27	£33,759	27	£33,759
33	£32,802	£33,459	28	£34,128	28	£34,128
34	£33,627	£34,299	29	£34,986	29	£34,986
35	£34,254	£34,938	30	£35,637	30	£35,637
36	£35,070	£35,772	31	£36,486	31	£36,486
37	£35,961	£36,681	32	£37,413	32	£37,413
38	£36,912	£37,650	33	£38,403	33	£38,403
39	£38,007	£38,766	34	£39,543	34	£39,543
40	£38,919	£39,696	35	£40,491	35	£40,491
41	£39,855	£40,653	36	£41,466	36	£41,466
42	£40,785	£41,601	37	£42,432	37	£42,432
43	£41,718	£42,552	38	£43,404	38	£43,404
44	£42,651	£43,503	39	£44,373	39	£44,373
45	£43,530	£44,400	40	£45,288	40	£45,288
46	£44,496	£45,387	41	£46,293	41	£46,293

47	£45,438	£46,347	42	£47,274	42	£47,274
48	£46,377	£47,304	43	£48,252	43	£48,252
49	£47,292	£48,237	44	£49,203	44	£49,203
50	£48,234	£49,200	45	£50,184	45	£50,184
51	£49,176	£50,160	46	£51,162	46	£51,162
52	£50,115	£51,117	47	£52,140	47	£52,140
53	£51,069	£52,089	48	£53,133	48	£53,133
54	£52,071	£53,112	49	£54,174	49	£54,174
55	£53,088	£54,150	50	£55,233	50	£55,233
56	£54,102	£55,185	51	£56,289	51	£56,289
57	£55,107	£56,208	52	£57,333	52	£57,333
58	£56,112	£57,234	53	£58,380	53	£58,380
59	£57,114	£58,257	54	£59,421	54	£59,421
60	£58,131	£59,295	55	£60,480	55	£60,480
61	£59,127	£60,309	56	£61,515	56	£61,515
62	£60,135	£61,338	57	£62,565	57	£62,565
63	£61,158	£62,382	58	£63,630	58	£63,630
64	£62,145	£63,387	59	£64,656	59	£64,656
65	£63,159	£64,422	60	£65,712	60	£65,712
66	£64,449	£65,739	61	£67,053	61	£67,053
67	£65,769	£67,083	62	£68,427	62	£68,427
68	£67,101	£68,442	63	£69,813	63	£69,813
69	£68,490	£69,861	64	£71,256	64	£71,256
70	£69,882	£71,280	65	£72,705	65	£72,705