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) Rate b)	£20.20 £21.63	£20.60 £22.06	£21.02 £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

Oney Kasub

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

Helen Reynolds Union Side Co-Secretary 1st Floor, Congress House 23-28 Great Russell Street London WC1B 3LS Steve Davies Employers' Side Secretary London Councils 59½ Southwark Street London SE1 OAL

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

	Inner	Inner
	London	London
	2018	2018
Spine	Cash	equivalent
Point	increase	% 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

	Outer London	Outer	Outer London	2019 Outer Pay after	Outer London	Outer London
	2017	London	2019 New	Assim (no	2019	2019
London	Current	2018 New	Assimilation	grade	New	New
Spine	Rate	Rate	Spine Point	change)	Spine	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

40 £37,293 £38,040 34 £38,799 41 £38,229 £38,994 35 £39,774 42 £39,147 £39,930 36 £40,728 43 £40,086 £40,887 37 £41,706 44 £41,025 £41,847 38 £42,681 45 £41,898 £42,735 39 £43,590 46 £42,876 £43,734 40 £44,607 47 £43,815 £43,734 40 £44,607 48 £44,751 £45,645 42 £46,560 49 £45,666 £46,578 43 £47,511 £45,645 50 £46,608 £47,541 44 £48,492 £44,691 44 £48,492 £51,453 45 £49,464 £49,458 46 £50,448 £51,453 48 £52,482 £51,453 48 £52,482 £51,453 48 £52,482 £55,638 £54,549 £55,638 £57,735 £66,602 <t< th=""><th>39</th><th>£36,372</th><th>£37,098</th><th>33</th><th>£37,842</th></t<>	39	£36,372	£37,098	33	£37,842
42 £39,147 43 £40,086 44 £41,025 45 £41,898 46 £42,876 47 £43,815 48 £44,751 49 £45,666 50 £46,608 51 £47,544 52 £48,489 53 £49,452 54 £50,445 55 £51,465 55 £51,465 56 £52,476 57 £53,478 58 £54,480 59 £55,5494 60 £56,496 61 £57,501 62 £58,515 63 £59,523 64 £60,525 67 £64,140 68 £65,481 69 £66,861	40	£37,293	£38,040	34	£38,799
43 £40,086 44 £41,025 45 £41,898 46 £42,876 47 £43,815 48 £44,751 49 £45,666 49 £45,666 50 £46,608 51 £47,544 52 £48,489 53 £49,452 54 £50,445 55 £51,465 £52,476 £51,453 56 £52,476 57 £53,478 58 £54,480 59 £55,494 60 £56,496 61 £57,501 62 £58,515 63 £59,523 64 £60,525 65 £61,536 66 £62,829 67 £64,140 68 £65,481 69 £66,861	41	£38,229	£38,994	35	£39,774
44 £41,025 45 £41,898 46 £42,876 47 £43,815 48 £44,751 49 £45,666 50 £46,608 51 £47,544 52 £48,489 53 £49,452 54 £51,465 55 £51,465 56 £52,476 57 £53,478 58 £54,480 59 £55,494 60 £56,496 61 £57,501 62 £58,515 63 £59,523 64 £60,525 65 £61,536 66 £62,829 67 £64,140 68 £65,481 69 £66,861 **Contact of the state of the	42	£39,147	£39,930	36	£40,728
45 £41,898 46 £42,876 47 £43,815 48 £44,751 49 £45,666 50 £46,608 51 £47,544 52 £48,489 53 £49,452 54 £50,445 55 £51,465 56 £52,476 57 £53,478 58 £54,480 60 £56,496 61 £57,501 62 £58,515 63 £59,523 64 £60,525 65 £61,536 66 £62,829 67 £64,140 68 £65,481 69 £66,861	43	£40,086	£40,887	37	£41,706
46 £42,876 47 £43,815 48 £44,751 49 £45,666 50 £46,608 51 £47,544 52 £48,489 53 £49,452 54 £50,445 55 £51,465 56 £52,476 57 £53,478 58 £54,480 59 £55,494 60 £56,496 61 £57,501 62 £58,515 63 £59,523 64 £60,525 65 £61,536 66 £62,829 67 £64,140 68 £65,481 69 £66,861	44	£41,025	£41,847	38	£42,681
47 £43,815 £44,691 41 £45,585 48 £44,751 £45,645 42 £46,560 49 £45,666 £46,578 43 £47,511 50 £46,608 £47,541 44 £48,492 51 £47,544 £48,495 45 £49,464 52 £48,489 £49,458 46 £50,448 53 £49,452 £50,442 47 £51,450 54 £50,445 £51,453 48 £52,482 55 £51,465 £53,526 50 £54,597 57 £53,478 £54,549 51 £55,638 58 £54,480 £55,569 52 £56,682 59 £55,494 £56,604 53 £57,735 60 £56,496 £57,627 54 £58,779 61 £57,501 £58,650 55 £59,823 62 £58,515 £61,737 58 £62,970 65	45	£41,898	£42,735	39	£43,590
48 £44,751 49 £45,666 50 £46,608 51 £47,544 52 £48,489 53 £49,452 54 £50,445 55 £51,465 56 £52,476 57 £53,478 58 £54,480 59 £55,494 60 £56,496 61 £57,501 62 £58,515 63 £59,523 64 £60,525 67 £64,140 68 £65,481 69 £66,861	46	£42,876	£43,734	40	£44,607
49 £45,666 £46,578 43 £47,511 50 £46,608 £47,541 44 £48,492 51 £47,544 £48,495 45 £49,464 52 £48,489 £49,458 46 £50,448 53 £49,452 £51,453 48 £52,482 54 £50,445 £51,453 48 £52,482 55 £51,465 £52,476 £53,526 50 £54,597 57 £53,478 £54,549 51 £55,638 58 £54,480 £55,569 52 £56,682 59 £55,494 £56,604 53 £57,735 60 £56,496 £57,627 54 £58,779 61 £57,501 £58,650 55 £59,823 62 £58,515 £60,714 57 £61,929 64 £60,525 £61,737 58 £62,970 65 £61,536 £64,086 60 £65,367 67 £64,140 £65,424 61 £66,732 68	47	£43,815	£44,691	41	£45,585
50 £46,608 51 £47,544 52 £48,489 53 £49,452 54 £50,445 55 £51,465 56 £52,476 57 £53,478 58 £54,480 59 £55,494 60 £56,496 61 £57,501 62 £58,515 63 £59,523 64 £60,525 66 £62,829 67 £64,140 68 £65,481 69 £66,861	48	£44,751	£45,645	42	£46,560
51 £47,544 52 £48,489 53 £49,452 54 £50,445 55 £51,465 56 £52,476 57 £53,478 58 £54,480 59 £55,494 60 £56,496 61 £57,501 62 £58,515 63 £59,523 64 £60,525 66 £62,829 67 £64,140 68 £65,481 69 £66,861	49	£45,666	£46,578	43	£47,511
52 £48,489 £49,458 46 £50,448 53 £49,452 £50,442 47 £51,450 54 £50,445 £51,453 48 £52,482 55 £51,465 £52,494 49 £53,544 56 £52,476 £53,526 50 £54,597 57 £53,478 £54,549 51 £55,638 58 £54,480 £55,569 52 £56,682 59 £55,494 £56,604 53 £57,735 60 £56,496 £57,627 54 £58,779 61 £57,501 £58,650 55 £59,823 62 £58,515 £60,714 57 £61,929 63 £59,523 £60,714 57 £61,929 64 £60,525 £61,737 58 £62,970 65 £61,536 £64,086 60 £65,367 67 £64,140 £65,424 61 £66,732 68 £65,481 £66,792 62 £68,127 69 £66,861	50	£46,608	£47,541	44	£48,492
53 £49,452 £50,442 47 £51,450 54 £50,445 £51,453 48 £52,482 55 £51,465 £52,494 49 £53,544 56 £52,476 £53,526 50 £54,597 57 £53,478 £54,549 51 £55,638 58 £54,480 £55,569 52 £56,682 59 £55,494 £56,604 53 £57,735 60 £56,496 £57,627 54 £58,779 61 £57,501 £58,650 55 £59,823 62 £58,515 £59,685 56 £60,879 63 £59,523 £60,714 57 £61,929 64 £60,525 £61,737 58 £62,970 65 £61,536 £64,086 £64,086 60 £65,367 67 £64,140 £65,424 61 £66,732 69 £66,861 £68,199 63 £69,561	51	£47,544	£48,495	45	£49,464
54 £50,445 55 £51,465 56 £52,476 57 £53,478 58 £54,480 59 £55,494 60 £56,496 61 £57,501 62 £58,515 63 £59,523 64 £60,525 65 £61,536 66 £62,829 67 £64,140 68 £65,481 69 £66,861	52	£48,489	£49,458	46	£50,448
55 £51,465 £52,494 56 £52,476 £53,526 57 £53,478 £54,549 58 £54,480 £55,569 59 £55,494 £56,604 60 £56,496 £57,627 61 £57,501 £58,650 62 £58,515 £59,685 63 £59,523 £60,714 64 £60,525 £61,737 65 £61,536 £62,766 66 £62,829 £64,086 67 £64,140 £65,424 68 £65,481 £66,792 69 £66,861 £68,199	53	£49,452	£50,442	47	£51,450
56 £52,476 57 £53,478 58 £54,480 59 £55,494 60 £56,694 61 £57,501 62 £58,515 63 £59,523 64 £60,525 66 £62,829 67 £64,140 68 £65,481 69 £66,861	54	£50,445	£51,453	48	£52,482
57 £53,478 £54,549 58 £54,480 £55,569 59 £55,494 £56,604 60 £56,496 £57,627 61 £57,501 £58,650 62 £58,515 £59,685 63 £59,523 £60,714 64 £60,525 £61,737 65 £61,536 £64,086 66 £62,829 £64,086 67 £64,140 £65,424 68 £65,481 £66,792 69 £66,861 £68,199	55	£51,465	£52,494	49	£53,544
58 £54,480 £55,569 59 £55,494 £56,604 60 £56,496 £57,627 61 £57,501 £58,650 62 £58,515 £59,685 63 £59,523 £60,714 64 £60,525 £61,737 65 £61,536 £62,766 66 £62,829 £64,086 67 £64,140 £65,424 68 £65,481 £66,792 69 £66,861 £68,199	56	£52,476	£53,526	50	£54,597
59 £55,494 £56,604 60 £56,496 £57,627 61 £57,501 £58,650 62 £58,515 £59,685 63 £59,523 £60,714 64 £60,525 £61,737 65 £61,536 £62,766 66 £62,829 £64,086 67 £64,140 £65,424 68 £65,481 £66,792 69 £66,861 £68,199	57	£53,478	£54,549	51	£55,638
60 £56,496 61 £57,501 62 £58,515 63 £59,523 64 £60,525 65 £61,536 66 £62,829 67 £64,140 68 £65,481 69 £66,861	58	£54,480	£55,569	52	£56,682
61 £57,501 62 £58,515 63 £59,523 64 £60,525 65 £61,536 66 £62,829 67 £64,140 68 £65,481 69 £66,861 £58,650 £59,823 56 £60,879 57 £61,929 58 £62,970 59 £64,023 60 £65,367 61 £66,732 62 £68,127 63 £69,561	59	£55,494	£56,604	53	£57,735
62 £58,515 £59,685 63 £59,523 £60,714 64 £60,525 £61,737 65 £61,536 £62,766 66 £62,829 £64,086 67 £64,140 £65,424 68 £65,481 £66,792 69 £66,861 £68,199	60	£56,496	£57,627	54	£58,779
63 £59,523 64 £60,525 65 £61,536 66 £62,829 67 £64,140 68 £65,424 69 £66,861 £60,714 57 £61,929 58 £62,970 59 £64,023 60 £65,367 61 £66,732 62 £68,127 63 £69,561	61	£57,501	£58,650	55	£59,823
64 £60,525 65 £61,536 66 £62,829 67 £64,140 68 £65,424 69 £66,861 £61,737 58 £62,970 59 £64,023 60 £65,367 61 £66,732 62 £68,127 63 £69,561	62	£58,515	£59,685	56	£60,879
65 £61,536 66 £62,829 67 £64,140 68 £65,481 69 £66,861 59 £64,023 60 £65,367 61 £66,732 62 £68,127 63 £69,561	63	£59,523	£60,714	57	£61,929
66 £62,829 67 £64,140 68 £65,424 69 £66,861 £68,199 60 £65,367 61 £66,732 62 £68,127 63 £69,561	64	£60,525	£61,737	58	£62,970
67 £64,140 £65,424 61 £66,732 62 £68,127 69 £66,861 £68,199 63 £69,561	65	£61,536	£62,766	59	£64,023
68 £65,481 £66,792 62 £68,127 69 £66,861 £68,199	66	£62,829	£64,086	60	£65,367
69 £66,861 £68,199 63 £69,561	67	£64,140	£65,424	61	£66,732
20,100	68	£65,481	£66,792	62	£68,127
70 000 000 000 64 071 016	69	£66,861	£68,199	63	£69,561
/U ±68,259 ±69,624 04 £/1,010	70	£68,259	£69,624	64	£71,016

,	
34	£38,799
35	£39,774
36	£40,728
37	£41,706
38	£42,681
39	£43,590
40	£44,607
41	£45,585
42	£46,560
43	£47,511
44	£48,492
45	£49,464
46	£50,448
47	£51,450
48	£52,482
49	£53,544
50	£54,597
51	£55,638
52	£56,682
53	£57,735
54	£58,779
55	£59,823
56	£60,879
57	£61,929
58	£62,970
59	£64,023
60	£65,367
61	£66,732
62	£68,127
63	£69,561
64	£71,016
65	£72,438

Annex 2 - Inner London Pay Spines

Note - London convention of rounding up or down to nearest multiple of ${\bf 3}$

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

Inner	Inner
London	London
2019	2019
New	New
Spine	Rate
1	£21,231
2	£21,612
3	£22,002
4	£22,398
5	£22,800
6	£23,211
7	£23,628
8	£24,054
9	£24,486
10	£24,927
11	£25,377
12	£25,833
13	£26,298
14	£26,772
15	£27,255
16	£27,744
17	£28,245
18	£28,752
19	£29,271
20	£29,796
21	£30,333
22	£30,879
23	£31,434
24	£32,001
25	£32,577
26	£33,162
27	£33,759
28	£34,128
29	£34,986
30	£35,637
31	£36,486
32	£37,413
33	£38,403
34	£39,543
35	£40,491
36	£41,466
37	£42,432
38	£43,404
39	£44,373
40	£45,288
41	£46,293

47	£45,438	£46,347
48	£46,377	£47,304
49	£47,292	£48,237
50	£48,234	£49,200
51	£49,176	£50,160
52	£50,115	£51,117
53	£51,069	£52,089
54	£52,071	£53,112
55	£53,088	£54,150
56	£54,102	£55,185
57	£55,107	£56,208
58	£56,112	£57,234
59	£57,114	£58,257
60	£58,131	£59,295
61	£59,127	£60,309
62	£60,135	£61,338
63	£61,158	£62,382
64	£62,145	£63,387
65	£63,159	£64,422
66	£64,449	£65,739
67	£65,769	£67,083
68	£67,101	£68,442
69	£68,490	£69,861
70	£69,882	£71,280

16,347	42	£47,274
17,304	43	£48,252
18,237	44	£49,203
19,200	45	£50,184
50,160	46	£51,162
51,117	47	£52,140
52,089	48	£53,133
53,112	49	£54,174
54,150	50	£55,233
55,185	51	£56,289
56,208	52	£57,333
57,234	53	£58,380
58,257	54	£59,421
59,295	55	£60,480
80,309	56	£61,515
31,338	57	£62,565
52,382	58	£63,630
3,387	59	£64,656
64,422	60	£65,712
55,739	61	£67,053
67,083	62	£68,427
88,442	63	£69,813
89,861	64	£71,256
71,280	65	£72,705

42	£47,274
43	£48,252
44	£49,203
45	£50,184
46	£51,162
47	£52,140
48	£53,133
49	£54,174
50	£55,233
51	£56,289
52	£57,333
53	£58,380
54	£59,421
55	£60,480
56	£61,515
57	£62,565
58	£63,630
59	£64,656
60	£65,712
61	£67,053
62	£68,427
63	£69,813
64	£71,256
65	£72,705