

# NATIONAL JOINT COUNCIL FOR WORKSHOPS FOR THE BLIND

**To: Chief Executives of Social Services' Local Authorities  
(with copies for HR and Finance Directors)  
Workshop Managers  
Members of the Workshops for the Blind NJC**

17 May 2016

Dear Chief Executive,

## **2016-17 PAYSCALES & ALLOWANCES**

Agreement has now been reached on rates of pay applicable from **1 April 2016** and **1 April 2017**.

With effect from the pay week including **1 April 2016** the following weekly rates will apply:

**\*Probationary Grade: £278.35 per week (£14,514 per annum)**  
**\*\*Substantive Grade: £279.33 per week (£14,565 per annum)**

With effect from the pay week including **1 April 2017** the following weekly rates will apply:

**\*Probationary Grade: £287.94 per week (£15,014 per annum)**  
**\*\*Substantive Grade: £288.92 per week (£15,065 per annum)**

(The above rates to count for bonus, overtime and similar enhancements).

\* The Probationary Grade covers the first year of service of employees in Blind Workshops. It is intended that assessment may take place after the first six months of service at the request of the employee, with earlier movement to the substantive grade on training needs and employee capability.

\*\* The Substantive Grade covers the full range of skills and responsibilities normally required of employees in Blind Workshops.

There is a commitment that these rates are linked to the local government pay spine in such a way that the Probationary Grade weekly rate is fixed at SCP6 on the local government pay spine and the Substantive Grade weekly rate is fixed at the mid-point between SCPs 6 and 7 on the local government pay spine.

The new rates for shift pay rates and London allowances, up-rated in line with the local government services local government services NJC headline pay increase of 1.0% are:

From the pay week including **1 April 2016**:

Alternating Shifts: £24.77  
Rotating Shifts: £39.61

### **London and Fringe Area Allowances**

The following London and Fringe Area Allowances will apply from:

		<b>per annum</b>
<b>1 April 2016</b>	Greater London Area	£2,515
	Inner Fringe Area	£832
	Outer Fringe Area	£579

From the pay week including **1 April 2017**:

Alternating Shifts: £25.02  
Rotating Shifts: £40.01

### **London and Fringe Area Allowances**

The following London and Fringe Area Allowances will apply from:

		<b>per annum</b>
<b>1 April 2017</b>	Greater London Area	£2,540
	Inner Fringe Area	£840
	Outer Fringe Area	£585

Yours faithfully,

*Sarah Messenger*

*Bev Bambrough*

**Joint Secretaries**