

# Greater London Provincial Council

DATE: 22 October 2024

## GLPC CIRCULAR – October 2024

Dear Colleague

### SALARY ARRANGEMENTS FOR LONDON – with effect from April 2024

Agreement has been reached on the pay award for Local Government Services ('Green Book') employees, covering the period 1 April 2024 to 31 March 2025.

The London Agreement specifies that inner and outer London pay spines will be amended each year in line with the same methodology approach and key principles of the agreement reached at the National Joint Council (NJC) for Local Government Services.

The national pay agreement and relevant pay increases for London is outlined below.

- **With effect from 1 April 2024 the national agreed pay increase of £1,290 on all NJC pay points. Further, with effect from 1 April 2024, an increase of 2.50 per cent on all pay points above the maximum of the national pay spine (spine point 43 on the NJC pay scale) and below chief officer grades.**
- **In London this translates to an equivalent offer of £1,491 on Outer London pay points up to and including spine point 48 and an increase of £1,575 on Inner London pay points up to and including spine point 50. Above these pay points on the respective London pay spines an increase of 2.50 per cent will apply.**
- **Allowances, including overtime rates, to be increased by 2.50%**

Based on the above pay agreement the rates of pay applicable from **1 April 2024** for the Outer and Inner London pay spines are attached respectively at **Annex 1** and **Annex 2**.

The rates for allowances up-rated in line with the offer are set out below.

### Agreed increase applied to Planned overtime rates

The GLPC recommended planned overtime rates are as follows with a 2.50% increase:

	Overtime rate 2021	Overtime rate 2022	Overtime rate 2023	Overtime rate 2024
Rate a)	£21.98	£22.86	£23.75	£24.34
Rate b)	£23.52	£24.47	£25.42	£26.06
Rate c)	£25.53	£26.56	£27.59	£28.28

These rates are relevant from spinal column point 23 and above. See **Annex 3** for an example of how the planned overtime rates work with typical London borough grading arrangements. Paragraph 2.4 of the Gold Book also provides guidance on the application of these rates.

### Special London Allowance for Residential Staff

The rate from 1 April 2024 is **£1,355**, an increase of £34 from £1,321 at April 2023.

### Separate London Allowance

If your organisation continues to use a separate London Allowance or needs to identify it separately for payroll purposes for employees paid at spine point 50 and above, the following figures would be used. Note, April 2024 allowances have been increased by 2.50% in line with the national pay agreement.

	01-Apr-21	01-Apr-22	01-Apr-23	01-Apr-24
Inner London (APT & C)	£3,778	£3,931	£4,083	£4,185
Outer London (APT & C)	£2,013	£2,094	£2,175	£2,230
Greater London (Manual Workers)	£2,761	£2,873	£2,985	£3,059

Yours sincerely **Joint Secretaries**



Helen Reynolds  
UNISON



Lisa Bangs  
GMB



London Regional  
Employers' Secretary

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 Political Advisers'  
The constituent trade unions

## Annex 1 – Agreed Outer London Pay Spines April 2024

NJC for LG Services - Final pay agreement £1290 on all pay points and min of 2.5% = to 5.77% on NJC SCP2 from 1 April 2024. NJC min of 2.50% on spinal points above NJC scp43. In London break point for 2.50% is higher at scp49 Outer London

Equivalent rate for Outer London = Increase of £1,491 up to and including spine point 48 and 2.50% for spines points 49 to 65.

Note - London convention of rounding to £3 multiple

Outer London Spine pt	Outer London Apr 2022 Agreed Rate	Outer London Apr 2023 pay agreed	Outer London Apr 2024 pay Rate
1	£23,457	deleted	deleted
2	£23,628	£25,854	£27,345
3	£24,012	£26,238	£27,729
4	£24,408	£26,634	£28,125
5	£24,804	£27,030	£28,521
6	£25,212	£27,438	£28,929
7	£25,629	£27,855	£29,346
8	£26,046	£28,272	£29,763
9	£26,472	£28,698	£30,189
10	£26,913	£29,139	£30,630
11	£27,357	£29,583	£31,074
12	£27,807	£30,033	£31,524
13	£28,269	£30,495	£31,986
14	£28,737	£30,963	£32,454
15	£29,214	£31,440	£32,931
16	£29,700	£31,926	£33,417
17	£30,195	£32,421	£33,912
18	£30,699	£32,925	£34,416
19	£31,212	£33,438	£34,929
20	£31,731	£33,957	£35,448
21	£32,265	£34,491	£35,982
22	£32,805	£35,031	£36,522
23	£33,351	£35,577	£37,068
24	£33,819	£36,045	£37,536
25	£34,341	£36,567	£38,058
26	£35,217	£37,443	£38,934
27	£36,138	£38,364	£39,855
28	£37,038	£39,264	£40,755
29	£37,725	£39,951	£41,442
30	£38,607	£40,833	£42,324
31	£39,582	£41,808	£43,299
32	£40,614	£42,840	£44,331
33	£41,793	£44,019	£45,510
34	£42,795	£45,021	£46,512
35	£43,815	£46,041	£47,532
36	£44,814	£47,040	£48,531

37	£45,834	£48,060	£49,551
38	£46,857	£49,083	£50,574
39	£47,805	£50,031	£51,522
40	£48,867	£51,093	£52,584
41	£49,890	£52,116	£53,607
42	£50,910	£53,136	£54,627
43	£51,903	£54,129	£55,620
44	£52,929	£55,155	£56,646
45	£53,946	£56,172	£57,663
46	£54,975	£57,201	£58,692
47	£56,022	£58,248	£59,739
48	£57,102	£59,328	£60,819
49	£58,209	£60,468	£61,980
50	£59,313	£61,617	£63,157
51	£60,402	£62,748	£64,317
52	£61,491	£63,879	£65,476
53	£62,595	£65,025	£66,651
54	£63,684	£66,156	£67,810
55	£64,776	£67,290	£68,972
56	£65,880	£68,439	£70,150
57	£66,978	£69,579	£71,318
58	£68,067	£70,710	£72,478
59	£69,165	£71,850	£73,646
60	£70,572	£73,311	£75,144
61	£71,997	£74,793	£76,663
62	£73,458	£76,311	£78,219
63	£74,955	£77,865	£79,812
64	£76,476	£79,446	£81,432
65	£77,967	£80,994	£83,019

## Annex 2 – Agreed Inner London Pay Spines April 2024

NJC for LG Services - Final pay agreement £1290 on all pay points and min of 2.5% = to 5.77% on NJC SCP2 from 1 April 2024. NJC min of 2.50% on spinal points above NJC scp43. In London the break point for 2.50% is higher at scp51 for Inner London

Equivalent rate for Inner London = Increase of £1,575 up to and including spine point 50 and 2.50% for spines points 51 to 65.

Note - London convention of rounding to £3 multiple

Inner London Spine pt	Inner London Apr 2022 Agreed Rate	Inner London Apr 2023 pay agreed	Inner London Apr 2024 pay offer
1	£24,771	deleted	deleted
2	£24,954	£27,306	£28,881
3	£25,359	£27,711	£29,286
4	£25,776	£28,128	£29,703
5	£26,193	£28,545	£30,120
6	£26,625	£28,977	£30,552
7	£27,060	£29,412	£30,987
8	£27,507	£29,859	£31,434
9	£27,957	£30,309	£31,884
10	£28,419	£30,771	£32,346
11	£28,890	£31,242	£32,817
12	£29,364	£31,716	£33,291
13	£29,853	£32,205	£33,780
14	£30,348	£32,700	£34,275
15	£30,852	£33,204	£34,779
16	£31,365	£33,717	£35,292
17	£31,887	£34,239	£35,814
18	£32,418	£34,770	£36,345
19	£32,961	£35,313	£36,888
20	£33,510	£35,862	£37,437
21	£34,071	£36,423	£37,998
22	£34,644	£36,996	£38,571
23	£35,223	£37,575	£39,150
24	£35,814	£38,166	£39,741
25	£36,417	£38,769	£40,344
26	£37,026	£39,378	£40,953
27	£37,653	£40,005	£41,580
28	£38,037	£40,389	£41,964
29	£38,934	£41,286	£42,861
30	£39,615	£41,967	£43,542
31	£40,503	£42,855	£44,430
32	£41,472	£43,824	£45,399
33	£42,510	£44,862	£46,437
34	£43,701	£46,053	£47,628
35	£44,691	£47,043	£48,618
36	£45,711	£48,063	£49,638

37	£46,719	£49,071	£50,646
38	£47,736	£50,088	£51,663
39	£48,747	£51,099	£52,674
40	£49,707	£52,059	£53,634
41	£50,757	£53,109	£54,684
42	£51,783	£54,135	£55,710
43	£52,806	£55,158	£56,733
44	£53,799	£56,151	£57,726
45	£54,825	£57,177	£58,752
46	£55,845	£58,197	£59,772
47	£56,868	£59,220	£60,795
48	£57,909	£60,261	£61,836
49	£58,995	£61,347	£62,922
50	£60,105	£62,457	£64,032
51	£61,206	£63,582	£65,172
52	£62,298	£64,716	£66,334
53	£63,393	£65,853	£67,499
54	£64,482	£66,984	£68,659
55	£65,589	£68,136	£69,839
56	£66,669	£69,258	£70,989
57	£67,770	£70,401	£72,161
58	£68,883	£71,556	£73,345
59	£69,954	£72,669	£74,486
60	£71,058	£73,818	£75,663
61	£72,459	£75,273	£77,155
62	£73,899	£76,767	£78,686
63	£75,345	£78,270	£80,227
64	£76,857	£79,842	£81,838
65	£78,369	£81,411	£83,446

Annex 3

GLPC revised planned Overtime rates against spinal points applicable from 1 April 2024

Outer London Planned Overtime Rates - Typical original GLPC Outer LB pay grades based on Hounslow and Greenwich

SCP	2023 Agreed - Outer London Salary			1 Apr 2023 GLPC Planned O/Time rates	2024 Offer - Outer London Salary	Pay agreed 1 Apr 24 Planned O/time rate
23	£35,577	SO1	PO1	£23.75	£37,068	£24.34
24	£36,045				£37,536	
25	£36,567				£38,058	
26	£37,443	£38,934				
27	£38,364	£39,855				
28	£39,264	£40,755		£25.42	£41,442	£26.06
29	£39,951	PO2			£42,324	
30	£40,833				£43,299	
31	£41,808	PO3			£44,331	
32	£42,840				£45,510	
33	£44,019		£46,512			
34	£45,021	PO4	£47,532	£27.59	£48,531	£28.28
35	£46,041		PO5		£49,551	
36	£47,040				£50,574	
37	£48,060		£51,522			
38	£49,083	PO6	£52,584			
39	£50,031		£53,607			
40	£51,093		£54,627			
41	£52,116		£55,620	£56,646		
42	£53,136					
43	£54,129					
44	£55,155					

Inner London Planned Overtime Rates - Typical original GLPC Inner LB pay grades based on Lambeth and Hammersmith & Fulham

SCP	2023 agreed - Inner London Salary			1 Apr 2023 GLPC Planned O/Time rates	2024 Offer - Inner London Salary	Pay agreed 1 Apr 24 Planned O/time rate	
23	£37,575	SO1	PO1	£23.75	£39,150	£24.34	
24	£38,166				£39,741		
25	£38,769				£40,344		
26	£39,378	£40,953					
27	£40,005	SO2			£41,580		
28	£40,389				£41,964		
29	£41,286	PO2		PO3	£25.42	£42,861	£26.06
30	£41,967				£43,542		
31	£42,855				£44,430		
32	£43,824				£45,399		
33	£44,862	£46,437					
34	£46,053	PO4			£47,628		
35	£47,043		£48,618				
36	£48,063		PO5	£27.59	£49,638	£28.28	
37	£49,071			£50,646			
38	£50,088	£51,663					
39	£51,099	PO6	PO5	£52,674			
40	£52,059			£53,634			
41	£53,109			£54,684			
42	£54,135			£55,710			
43	£55,158	£56,733					
44	£56,151			£57,726			