



**2010 PAY AND CONDITIONS SUBMISSION
TO THE
JOINT NEGOTIATING COMMITTEE
FOR YOUTH AND COMMUNITY WORKERS**

**STAFF SIDE CLAIM
Submitted by: UNITE, UNISON, NUT, UCU**

SECURING THE RECOVERY

INVEST IN YOUNG PEOPLE, INVEST IN OUR COMMUNITIES INVEST IN YOUTH AND COMMUNITY WORKERS

This pay and conditions claim is set within the context of the educational and social value of youth and community work at a critical time for young people and community organisations.

INTRODUCTION

Part of education

- 1 As the Welsh Local Government Association says "Youth work involves a broad range of activities, concerned with education in its widest sense. Youth work is concerned with the education and development, both social and personal, of young people aged between eleven and 25 years, particularly those aged 13 to 19 years."¹
- 2 The National Occupational Standards which were agreed following substantial consultation throughout the profession similarly recognise youth work and community work contribute to the broad educational spectrum of lifelong learning. The key purpose of youth work is identified within the standards as follows: "The key purpose of youth work is to.....'Enable young people to develop holistically, working with them to facilitate their personal, social and educational development, to enable them to develop their voice, influence and place in society and to reach their full potential' This statement refers to the holistic development of young people, recognising that personal, social and educational development can also include, for example, physical, political and spiritual development."²
- 3 The subject benchmark statement which underpins higher education qualification courses in youth and community work and summarises the most advanced thinking by governments, employers organisations, trainers and practitioners about the characteristics of the work, concludes that: "All the definitions and values statements (concerning youth and community work) refer to participation, inclusion, empowerment, partnership and learning as fundamental principles of practice."³
- 4 There is general consensus, and has been since the 1940s, amongst the leading providers, trainers and practitioners in youth and community work that, in the succinct phrase of the *Youth Work Curriculum Statement for Wales*, that youth work, "through its voluntary relationship with young people, offers inclusive opportunities for learning that are educative, expressive, participative and empowering."
- 5 Youth and community work throughout the UK and Ireland, and especially within England and Wales which are within the direct ambit of the JNC, have provided pioneering and internationally renowned services within the broad provision of community development and learning. This work has been a partnership historically between local authority education departments and voluntary organisations and has been developed also independently by the

¹ Welsh Local Government Association: *The Youth Service in Wales*. www.wlga.gov.uk

² Lifelong Learning UK, *Youth Work National Occupational Standards*. www.lluk.org.uk

³ *Subject benchmark statement, youth and community work*, The Quality Assurance Agency, December 2009

voluntary organisations that originally formed and still play an active part in the JNC. It was recognised that the special educational nature of this work and its importance required separate free collective bargaining arrangements linked, in origin, to teaching.

- 6 The Staff Side seeks therefore a genuine consideration by the employers of its claim in the light of the educational basis of the work that JNC staff provide. As the Welsh Local Government Association recognises: "Youth work is a distinct profession which has its own qualifications framework that has parity with the teaching profession...which involves young people in...informal and structured educational opportunities."⁴

Greater need

- 7 Youth and community workers work on the front line with young people and adults in every community and most neighbourhoods in Britain. Their voluntary relationship with them enables them to have a greatly beneficial influence on their lives. As analysts have constant shown this is particularly the case at times of difficulty. Ravi Chandiramani has summed up this reality in a recent Editorial of *Children and Young People Now* called *Youth work should be in the limelight*, in which he states "...it is in economically tough times like now, where many families are under increasing pressures that youth work is needed most."⁵ We believe that any examination of the council leader survey of the impact of the economic downturn on local authorities demonstrates a greater need for youth and community work and an increase in pay for youth and community workers in order to assist with economic regeneration and community cohesion.⁶

- 8 Local Authority Associations and voluntary organisations, health trusts and prisons, FE Colleges, the MOD, charities and funding donors have all increasingly recognised that the skills of youth and community workers are more needed now than ever. In England for example under the priority direction of Margaret Eaton, the Local Government Association has undertaken substantial focussed work on the position of young people within the recession. Its emphasis is on how to engage young people more effectively and release their hidden talents in creative ways. In conjunction with the Centre for Social Justice three substantial reports have been written. This priority work reflects the fact that "115 out of a total of 150 local area agreements include it (helping disengaged young people) as a priority, more than any other single area for action."⁷

- 9 As this important work unfolded it became clear from the many case studies of successful interventions undertaken that the youth work method within a community development context was especially productive and beneficial. Indeed, there is a focus in the main findings on necessary policy initiatives which can only be achieved fully by the increased deployment and support of youth and community workers. Consider how the three main local principles espoused in *Hidden Talents III* require for their fulfilment the community development and learning skills of JNC workers:

"Firstly, a focus on what young people can do including caring, volunteering, community service and informal learning – all of which can act as a stepping stone to or complement to work, formal education and training.

⁴ *The Youth Service in Wales.*

⁵ Chandiramani, Ravi, 'Youth work should be in the limelight, editorial,' *Children and Young People Now*, 23-29 March 2010, page 15.

⁶ Local Government Association, *Council leader survey on the impact of the economic downturn on local authorities* – Full Report, 2009

⁷ *Hidden Talents II, Getting the best out of Britain's Young People*, Local Government Association, 2009.

Secondly, it is the responsibility of the young person to undertake meaningful activity, and the responsibility of their family and local community to raise their aspirations, instil positive attitudes, help them access opportunities and encourage achievement.

Thirdly, developing ways of increasing participation should be undertaken with young people, their families and local communities.”⁸

- 10 The same report goes on to recognise the central importance of work to engage young people through the techniques of youth work: “Locally accredited programmes of informal learning and volunteering should be expanded and included within the definition of meaningful activity.”⁹

Impact

- 11 Furthermore, in its document *The Sustainable Communities Act*, the Local Government Association recognises that “Local democracy, with strengthened powers and resources, is fundamental to building the resilience of local communities. There is a clear need to rebuild trust in democratic institutions and in this, the vital role of strengthened local democratic accountability, so people genuinely experience great control over their own lives and surroundings, through democratic engagement....One quarter of people say that they would like to be more involved in the decisions that their council makes which affect their local area.”¹⁰ Such civic engagement has long been the central terrain of youth and community workers. Indeed this is fully appreciated by a former JNC employers’ side constituent organisation, *Community Matters*, which, along with many other voluntary and local authority organisations is arguing strongly for the appointment of more skilled community workers to meet the developing challenges of civic engagement and community development.

- 12 The impact of youth and community work is now more widely recognised and needed. As Ofsted said: “Youth services have a vital role to play in the community. The best services recognise that youth workers are essential to engage young people, including those with more challenging attitudes and behaviour.”¹¹ In research recently undertaken the contribution of youth work to a wide range of social and educational policy initiatives has been comprehensively and conclusively spelt out.¹² We recommend that the employers’ side consider these documents carefully.

Standards rising

- 13 The standards of youth work are continuing to rise. Where other services have seen declining standards and crises and tragedies, youth and community services have continued to improve. In 2007 Ofsted revealed that a greater proportion of youth services were judged as good or better in 2005/06 than in previous years.¹³ By 2008 Ofsted were able to report that: “The proportion of local authority youth services judged adequate or better has risen over the three year period 2005 to 2008 ... An increased proportion of services were graded good for young people’s achievement through youth work in 2007-8 compared with the previous two years.”¹⁴

⁸ *Hidden Talents III, celebrating achievements, local solutions for engaging young people*, Local Government Association, 2009. Page 3.

⁹ *Ibid*, page 5.

¹⁰ *The Sustainable Communities Act: shortlist of proposal made under round one*. Local Government Association, December 2009.

¹¹ Hadley, Flo, Divisional Manager for Ofsted’s Children’s Services Inspection Division, Ofsted-home/News/News-Archive/2007/February/Youth service, www.ofsted.gov.uk, 2007/.

¹² Lifelong Learning UK/Unite, *The Benefits of Youth Work*, March 2010.

¹³ Ofsted, *Building on the best: overview of local authority youth services 2005/06*

¹⁴ Ofsted, *Engaging young people: local authority youth work 2005-08*.

Cost effectiveness

- 14 In recent research undertaken by the National Youth Agency, the cost effectiveness of youth work was highlighted.

"Aiming high for young people, the current national policy framework in England, describes an offer for 'positive activities' including youth work for all young people. The Children's Plan goes further to talk about this as an entitlement. It is estimated that for a mere £350 a year per young person, all young people could access this offer. More specifically, the Joseph Rowntree Foundation commissioned an exercise into the costs of detached youth work. This found that a project providing a full range of services and in contact with 125 young people a week, would cost £75,000 a year, or £16 for each contact. It concluded that 'a systematic street-based youth service would cost a small fraction of the amount spent on other services targeted at this group.' – citing, in particular, the £450 million budget for the Connexions Service.¹⁵ Additional funding for such work is urgently needed.

Other research has highlighted the relative costs of the criminal justice system and other forms of intervention, including youth work. *Every Child Matters* Green Paper stated that 'society as a whole benefits through reduced spending on problems that can be avoided through maximising the contribution to society of all citizens. For instance a child with a conduct disorder at age 10 will cost the public purse around £70,000 by age 28.' The Audit Commission report into the benefits of sport and leisure activities in preventing anti-social behaviour by young people estimates that a young person in the criminal justice system costs the taxpayer over £200,000 by the age of 16, but one who is given support to stay out costs less than £50,000.¹⁶

Other comparative costings include: £1,300 per person for an electronically monitored curfew order;¹⁷ around £35,000 per year to keep one young person in a young offender institution; an annual average of £3,800 for secondary education¹⁸ and around £9,000 for the average resettlement package per young person after custody.¹⁹

Against these, £350 per year per young person is a small price to pay to unlock the rich benefit of community based provision for all and to provide extra opportunities for personal and social development for those young people, who by virtue of life experience and circumstance, are so disadvantaged they cannot successfully make use of mainstream services.²⁰

- 15 In addition, based on consistent previous youth service audits undertaken by the National Youth Agency, the Staff Side has demonstrated how, in a unique way and because of the JNC grading criteria and training courses, youth and community workers are successful fund raisers within their communities. The equivalent of about a third of the amount spent by local authorities on youth work is raised by youth workers through additional fund raising each year. This has long been a requirement of the JNC under the management and development of services.

¹⁵ *The cost of providing street-based youth work in deprived communities*. Joseph Rowntree Foundation, June 2004 – ref 664, Available at <http://www.jrf.org.uk/knowledge/findings/costings/664.asp>

¹⁶ Tired of Hanging Around, Audit Commission, 2009, p. 3.

¹⁷ *Commons written answer* 2/06/08.

<http://www.publications.parliament.uk/pa/cm200708/cmhansrd/cm080602/text/80602w0029.htm#0806023200052>

¹⁸ *Hansard*, 2006. <http://www.publications.parliament.uk/pa/ld199900/ldhansrd/pdvn/lds06/text/60712-0935.htm#06071250000001> (Column 731)

¹⁹ *The costs and benefits of effective resettlement*, RESET, 2007.

<http://www.reset.uk.net/graphics/portfolio/6188.doc>

²⁰ Lifelong Learning UK/Unite, *The Benefits of Youth Work*, March 2010.

- 16 Youth and community workers are part of the communities they serve and many work within them and are amongst the strongest supporters of local businesses, local authority services and local voluntary organisations. While the Association for Public Service Excellence has shown that generally local government workers spend 52.5p from every £1 within the local economy we believe that this figure is even higher for youth and community workers. It is simply a false economy to worsen JNC staff's terms and conditions.
- 17 It is quite clear that investment in youth workers and therefore youth work is a highly cost effective option in times of austerity and failing to undertake such investment would be irresponsible.
- 18 The youth and community workforce as the JNC's own workforce surveys have shown and as demonstrated in the recent comprehensive children's and young people's workforce survey²¹ is a tiny workforce. A substantial pay award to this group would represent an almost unnoticeable fraction of the interest payments received by most councils on their reserves.

New contexts

- 19 Youth and community workers have adapted co operatively and effectively to myriad organisational changes. These have been significant changes of context and significant changes of working patterns. Most youth and community workers now work within multi agency teams. Many new and additional duties and responsibilities have resulted from this.
- 20 There has been an increased emphasis on late night, on call and weekend and increased face to face working. These new working patterns have been introduced which need to be accommodated by the JNC. **The Staff side is therefore seeking allowances to compensate for these hitherto unpaid extra duties.**

Relationships and sustainability

- 21 The youth and community work method relies on long term relationship building. It cannot be easily measured on short term outcome calibrations. Job security for youth and community workers is essential so that they can sustain effective local community relations. Employers and trade unions therefore need to work together to maintain the security of employment of youth and community workers in a positive industrial relations climate. The Staff Side proposes a national framework agreement setting out best practice principles and procedures to help local employers and trade unions to deal with the impact of financial settlements and restructuring arising from organisational change and the need to continue to deliver high quality services. Its purpose is to minimise compulsory redundancies and ensure that employees are not only treated fairly but afforded flexibility and choice within the options available. **The Staff side is therefore seeking a job security agreement for youth and community workers and commitments that voluntary sector employers will be advising affiliates to apply five year funded projects.**

Workforce development

- 22 Over the last year we have witnessed the most profound developments in the government's attention to the improvement of the children's and young people's workforce. The Staff Side unions have taken an active role in these developments and have been party to the government's workforce development partnerships, supporters of the 2020 workforce vision and

²¹ Children's Workforce Development Council, *Children's and Young People's Workforce Survey*, 2010.

strategy, designers and participants in the new leadership and management training and the voluntary sector capacity building programmes to come. As a staff side we have played our full part in the Education and Training Standards Committees which have sought to raise the standard of validation and professional development. The new expectations and demands and aspirations within all of this work needs to be taken into account by the employers' side of the JNC.

Introductory Summary

- 23 The JNC employer's side has taken a short term, harsh attitude on JNC pay for several years. It has done this with an eye more to the corporate pay restraint objectives of the Local Government Employers than the needs of government workforce development objectives and the young people and communities JNC workers serve. In doing this it has become in danger of losing sight of the educational role of youth work and therefore the relevant comparators for salaries and conditions and the characteristics of this distinct staff group.
- 24 In turn this approach has distanced the JNC employer's side from the profound priorities that the government is giving to workforce development, the demonstrable policy objectives of local authority associations and voluntary organisations. These will not be met by a continuing reduction of the value of youth and community workers terms and conditions.
- 25 The rising standards of youth work and the cost effectiveness of the work and its impact, have not been reflected by the JNC employer's Side in recent pay offers and awards and as a consequence there is a real danger at a time of increased need of underestimating how this group of workers could make a disproportionately beneficial transformation to the lives of many people amidst the difficulties we now face socially and economically.
- 26 We believe that these professional and service based considerations have to inform the pay negotiations in 2010. The nation's economic difficulties will not be alleviated by further reducing the value of this workforce.

Recruitment and retention

- 27 In 2009 the JNC employers' side argued that recruitment and retention issues were a main factor in its considerations of pay claims and that there was not a problem in youth and community work. In preliminary discussions when negotiations opened on the 2010 pay claim, the employer's side argued that pay was not a significant factor in recruitment and retention considerations.
- 28 The number of youth workers in post is significantly below the number advocated in *Resourcing Excellent Youth Services*.²² Additionally, it was clear from the JNC's own Workforce Survey that there are substantial problems. The Staff Side particularly points to continuing difficulties and the persistent 25% plus turnover and vacancy rates amongst Youth Support Workers. The relationship between these low paid grades and the National Minimum Wage, rising to £5.93 on 1 October 2010, needs to be carefully born in mind by the employers as a safety net that is now not far below the bottom of JNC. The living wage in London currently stands at £7.60ph and is due to rise again in June of 2010. In announcing the 2009 increase Mayor Boris Johnson said there was still "a significant way to go" before all Londoners were paid enough to have a "minimum acceptable quality of life." The Joseph Rowntree Foundation funded Minimum Income Standard project has calculated a living wage of £7.14 for workers outside of London.

²² Department for Education and Science, *Resourcing Excellent Youth Service*, 2002.

JNC rates are for skilled staff and on the youth support worker rates they are expected to undertake training and development and operate in often highly sensitive situations for relatively low wages and very poor London and Area Allowances. **These allowances must be improved as must the base rates.**

- 29 It is clear from substantial research on recruitment and retention issues that pay is a considerable factor. It is the third highest factor for voluntary organisations and other public service organisations. The highest factor is invariably the lack of specialist skills and this matter relates directly to pay and to considerations of recruitment and retention in the youth and community sector.
- 30 In any event as the CIPD 2009 report shows, voluntary organisations had an average of 57 vacancies they were trying to fill in 2009 and public service organisations 135. 70% of voluntary organisations and 74% of public service bodies experienced difficulties in recruiting. Unsurprisingly these figures are highest in the professional and managerial grades in both.²³ According to the 2009 Chartered Institute of Personnel Development annual survey the average recruitment cost of filling a vacancy per employee is £4,000, increasing to £6,125 when organisations are also calculating the associated labour turnover costs.

Local Authority reserves

- 31 In preliminary exchanges on the 2010 claim, the employers' side argued that the increased local authority reserves are somehow restricted and cannot be used for pay awards. This is not the case. This is both clear from S25 of the Local Government Act 2003 and indeed from the Local Authority Accounting Practitioners advice for local authorities on their use of reserves.²⁴ In the event of a pay award exceeding the assumptions that have been assumed in the construction of a budget, a local authority might meet the additional costs through either utilising underspends that occurred in that financial year or by utilising contingencies or unallocated reserves. In any subsequent year if the Finance Officer considered that the level of unallocated reserves was insufficient the Finance Officer would advise the Council that it needed to include a contribution to unallocated reserves or general fund balances within its budgets.

As of 1 April 2009 local authorities in England had £3.3 billion in unallocated reserves.

- 32 In responses to a UNISON freedom of information request in March 2009, local authorities revealed that they were incorporating assumptions that pay would increase by 2% in 2010/11. Those budget assumptions have subsequently been revised but employers have still either assumptions about 2010/11 pay awards within the budgets they have set or where the assumption built into the budget is 0%, the contingency sum has been increased. JNC staff side unions were told by the employers in 2009 that budgets had not been set to accommodate increases beyond 1%.

Additional local authority funding

- 33 The increase in general and specific grants made available to local authorities in England in 2010/11 is around £2.3 billion and the increase in formula grant is about £0.7 billion. This represents an overall increase of more than 4%. While ring fencing arrangements do not make all of this amount available to JNC related pay and services, the principal sources for functions covered by workers employed on JNC terms will be formula grants (business rates and revenue

²³ Chartered Institute of Personnel and Development, Annual Survey Report, *Recruitment, retention and turnover*, 2009.

²⁴ Local Authority Accounting Practitioners, LAAP 55 and LAAP 77.

support grants) and council tax. The average increase is 2.6% (formula grant) and for council taxes 1.8% this year. The local government settlement in Wales provided an increase of 2.19% and local authorities have since announced average increases in council tax of 3.6%.

- 34 We do not believe that the employers can sustain a cogent argument in relation to affordability. In settling their budgets already employers will have assumed the money necessary to meet a JNC award and where the assumption has been 0% employers have increased contingencies to ensure that authorities have the resources to meet an award in excess of this. Where an employer has not included sums in the base budget or increased contingencies then there are clearly adequate amounts in unallocated reserves.

Voluntary Sector considerations

- 35 The expected practice under the Two Tier workforce and other Office of the Third Sector guidance is that voluntary organisation funding will sufficiently take into account the terms and conditions and pensions arrangements of relevant staff groupings. A recent Ministerial statement has clarified that the government does not wish the voluntary sector to be seen as a cheap alternative and that it should maintain comparable standards. In this sector this means maintaining the JNC qualification and terms and conditions requirements. Where JNC staff are involved in grant applications sufficient accommodation has been made for JNC annual increments and appropriate pay awards. Where this has not been the case there has been bad planning on the part of those applying for grant aid assistance.
- 36 We would in any event invite the employer's side to join with the staff side in calling on the government for a review of the way in which the voluntary sector is funded in order to ensure that funding for voluntary sector organisations carrying out public services is stable, and set at the right level to ensure fair treatment of staff and high quality service provision.
- 37 A recent survey on voluntary sector funding by Unite and recent research carried out on behalf of UNISON by Cardiff University, both have revealed the impact of unsustainable funding arrangements on many aspects of workforce management. The Staff Side does not believe that it is consistent for voluntary sector employers to argue affordability without simultaneously revealing a lack of planning to accommodate JNC negotiations.
- 38 The government has made significant funds available to the voluntary sector in the light of the recession.
- 39 A significant number of leading funding agencies continue to make young people and community development priority areas for funding.

Jobs and Pay

- 40 Previously the employer's side has argued that if staff covered in local authority related negotiations accept reduced pay levels there will be more money for jobs. Despite the obviously reduced level of local authority related salaries over the last two years this has not prevented 15,000 redundancies in local authorities in 15 months.

As Richard Murphy of taxresearch.org.uk has shown 92% of the cost of making a public sector worker redundant will be borne by the state itself. Redundancies are in no way a cost effective way forward and of course worsen the public sector borrowing requirement and therefore the national debt.

Inflation

41 In the year to January 2010 the all items Retail Price Index rose to 3.7% up from 2.4% in December. Over the same period the RPIX index which excludes mortgages rose by 4.6%, up from 3.8% in December.²⁵

When taking into account one or both measures of inflation JNC staff suffered a pay cut last year and in the previous 2 years.

It is very widely accepted by analysts, including the treasury itself, that inflation will remain around 3% in 2010 and could go beyond 4% within the period covered by this claim. **A pay offer which accommodates this fact at least would be expected.**

Some comparators

42 The employers will need to consider recent settlements for the year 2009-2010.

School teachers: 2.3% for each year from 1 September 2009.

The Joint Negotiating Committee for Higher Education staff, lecturers and support staff 1/10/08-30/9/10 - 5%.

Probation support staff 2.3% on all pay points and an increase in London allowance to £3,800 a year.

FE colleges increase for 2009 was 1.5%.

We further note that when some of these settlements were reached they were higher than inflation.

Average earnings

43 Without a boost to pay in 2010 youth and community workers will continue to receive below average offers. In the year to August 2009 average earnings excluding bonuses rose 1.9%. As is universally predicted average earnings are set to climb considerably over the course of 2010.

Pay settlements across both the public and private sectors have remained ahead of inflation, pay freezes have been rare, accounting for just 30% and mainly within the private sector.²⁶

Graduate pay

44 We want the best new graduates serving our young people and communities, we want to attract them into local authorities and voluntary sector organisations. In the voluntary sector generally only 5% of staff are graduates. The Professional Range now requires a graduate degree.

45 A high proportion of JNC qualified staff are already graduates at BA level. As of September 2010 this will become the minimum entry requirement for the Professional Range. The usual starting points for new graduate entrants within the JNC scales are simply not competitive within the graduate market. In early 2007 the Association for Graduate Recruitment noted that the average starting salary point for new graduates was £23,431. In London the median graduate starting point is £27,500. The current (2009) JNC Professional Range minimum starting point of £20,591 compares very unfavourably with this indeed.

²⁵ Office for National Statistics, Consumer price indices, *Statistical Bulletin*, 16/2/10.

²⁶ <http://www.xperthr.co.uk/article/95716/pay-awards-fall-further-1percent.aspx>.

- 46 £20,591 is simply not a credible minimum starting point for graduate pay. This represents a figure lower than average graduate starting salaries in the late 1990s. Only 4% of current new graduate salary ranges were less than £20,000 per annum in 2009. In retail, graduate starting salaries were on average £22,500 per annum. In the public sector they were £35,300 in 2007. Starting salaries in the UK's largest graduate employers are due to rise by 5.9% in 2009 taking average packages to £27,000 per annum. This represents an increase of £1,500 on average salaries paid to new graduates in 2008. In 2008 alone graduate salaries rose by 4.1%. A quarter of top graduate recruitment programmes across the economy will now pay their new recruits more than £30,000 when they start work. Graduate vacancies in the public sector generally have risen by 51.4% since 2007 and there will be undoubtedly competition between services. The JNC will need to ensure that youth and community services remain attractive in this context also.
- 47 There have been significant rises in graduate salaries generally since 2008. 10% have risen by more than 2.5%. 49% have risen by more than 49% and 17% have risen by 17%. In the public sector graduate salaries have risen by 5.4% since 2008. The JNC is significantly behind this general trend.
- 48 As we pointed out previously even the generally much lower estimates of the Hay's Group First Rung Graduate Pay trends reported in July 2006 that the average graduate starting salary point in the public sector was £21,445. (The Association of Graduate Recruiters reported that the median starting salary for graduates in 2005 was £22,000).
- 49 Whatever analysis you take, it is clear that JNC is and will increasingly lag behind unless significant steps are taken in the 2009 pay round. Measures must be taken in this year's negotiations to address this issue if the pay structure of JNC is to remain relevant to a fast developing field. This can only be addressed by a substantial pay rise on the main grades and continued removal of the unnecessarily large overlap with the Youth Support Worker Range through by removing further points at the bottom of the Professional Range and the bottom two points of the Youth Support Workers Range. The prospects for making advances this year should be seized.

London and Fringe Allowances

- 50 It is clear that the current salary additions for working in the London and Fringe areas are not sufficient to reflect the additional costs of living and working in those areas. The Staff Side's continuing claim for improved London and Fringe Allowances has some urgency and continues the comparative work undertaken in 2009 to present to the employers the dismal level of allowances under JNC compared with others. **We believe a joint and comprehensive comparative review with other professions and occupations should be undertaken with a view to significantly enhancing these allowances.**

Late Night and on call duties

- 51 There has been a rapidly increasing expectation to undertake late night (after 10.30pm) duties and on call duties. These demands have been especially evident in new inter agency teams and in relation to the increasing gang and gun crime in some rural but mainly urban areas. **We are seeking an agreement on allowances for such duties.**

SUMMARY OF CLAIM

- 1 A substantial rise on all grades and allowances for the year 2010-2011.
- 2 A joint comparative review of all London and area allowances to be completed by December 2010.
- 3 The introduction of an on call allowance and a late night allowance as of September 1st 2010.
- 4 A joint working party to establish a joint job security agreement.
- 5 A joint agreement to promote long term funding arrangements for voluntary sector projects.