



**JOINT NEGOTIATING COMMITTEE  
FOR YOUTH AND COMMUNITY WORKERS**

**STAFF SIDE PAY AND CONDITIONS CLAIM 2011**

**SUBMITTED BY: UNITE, UNISON, NUT, UCU**

**MAY 2011**

## INTRODUCTION

The modern Youth Service in Britain was created fifty years ago at a time when the national debt was nearly twice as high as it is now. Three thousand new youth centres were built very quickly, professional training courses were opened and national terms and conditions were established.

The world looked on in admiration as this service was created and many colleagues overseas, inspired by what we have achieved since then, are now looking on in disbelief as local authorities and voluntary organisations dismantle their open access youth provision and along with it their commitment to a highly skilled professional youth work and community work workforce.

At the moment UK debt is worth 60 per cent of GDP – but the country has spent 180 of the last 260 years with the national debt at above 80 per cent of GDP. Between 1920 and 1960 government debt never fell below 100 per cent. After the Second World War the national debt was far higher – around 250 per cent of GDP – but we invested in creating the National Health Service and building the welfare state.

Our debt now is lower than many other countries, including France, Germany, Canada and the USA. In fact figures from the International Monetary Fund show that Britain's debt as a proportion of GDP is the lowest in the wealthy G7 countries. Many of these countries and Europe generally have decided in the light of acute youth unemployment and other social difficulties, to invest in youth services and help them grow. Key to this is the increasing international recognition of the youth work skills so well expressed in Britain in the validation criteria of the Education and Training Standards Committees, the National Occupational Standards and the QAA Academic benchmarks for youth and community work.

Youth and community workers were told by the JNC employers last year that by tightening their belts on pay, jobs could be saved. We now face the biggest assault on youth and community work jobs in history both in voluntary organisations and local authorities.

At a time of the highest youth unemployment ever recorded<sup>1</sup> it is irresponsible in the extreme to be making youth and community workers redundant and reduce the value of their pay so that the increasing skill base required to tackle our social problems is eroded for a generation.

While the politics of growth and social responsibility are abandoned, the economics of greed expands. The £6 billion of bonuses paid to City bankers and speculators at the beginning of 2011 would pay for the youth service in England and Wales at current rates of expenditure for 22 years.

Never before, in the history of youth services, have so many young people given moving testimony to the benefits of open access youth work than over the last few months.

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<sup>1</sup> The unemployment rate for 16-17 year olds is currently 38% (an increase of 13.7% over the past 2 years); the unemployment rate for those aged 18-24 is 18%.

We believe it is time for the JNC employers to take a courageous and professional stand as many of their predecessors did. One of the key expressions of the value of youth and community work is the value of the JNC terms and conditions.

A zero per cent offer for two years in a row is a profound insult to young people. It means impoverishment for skilled workers and additional costs to the exchequer.

With the imminent report of the first Education Select Committee on young people's services and the expected new policy steer of the government, the JNC employers have an exceptional opportunity to join the Staff Side in arguing with local and national government and voluntary sector funders for the raising both of JNC pay rates and investment in open access youth services.

We firmly believe that those serious about young people and committed to them will consider again the key points made to the employers last year in our claim.

Our claim in both 2010 and this year have integrity and engagement by the employers with the argumentation and the social significance of our objectives and their adherence to all aspects of our existing national agreement are an indication of their commitment to young people and vibrant communities.

The Staff Side has given notice that key elements of outstanding claims have to be considered in the 2011 negotiations.

The outright rejection by JNC employers of the Treasury's provisions in 2010 for a minimum £250 increase on lower rates was a further indication of their lack of commitment to this part of the education workforce.

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## **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 2011.
- 3 A joint working party to establish a joint job security agreement.
- 4 The introduction of longer periods of notice as follows:
  - In the case of staff with less than nine years' continuous service with the same employer – not less than sixteen weeks.
  - In the case of staff with nine years' services or more, but less than twelve years with the same employer – twenty weeks.
  - In the case of staff with twelve years' continuous service or more with the same employer – twenty four weeks.
- 5 A joint agreement to promote long term funding arrangements for voluntary sector projects.
- 6 The commitment of the government to pay at least £250 earning £21,000 or less should in any event be honoured.

## INFLATION AND EARNINGS

### Inflation – April 2010

RPI (headline increase)	5.2%
CPI (Consumer Price Index)	4.5%
RPI-X (RPI excluding mortgage interest payments)	5.3%

### Inflation to March 2011

	Nov 2010	Dec 2010	Jan 2011	Feb 2011	Mar 2011
RPI	4.7%	4.8%	5.1%	5.5%	5.3%
CPI	3.3%	3.7%	4.0%	4.4%	4%
RPI-X	4.7%	4.7%	5.1%	5.5%	5.4%

### Inflation – HM Treasury average of forecasts (March 2011)

Forecast for fourth quarter of 2011	4.5% (RPI)	3.6% (CPI)
Forecast for fourth quarter of 2012	3.2% (RPI)	2.1% (CPI)

### Earnings

	Whole Economy	Private Sector	Public Sector
ONS Labour Market Statistics (December 2010 – February 2011): Regular Pay (excluding Bonuses)	2.2%	2.1%	2.4%
IDS record of pay settlements (median)	2.5%	2.9%	
LRD – annual change in 3 month rolling average (until March 2011)	2.3%	2.2%	2.3%

### Average earnings – HM Treasury median of forecasts (March 2011)

2011 (whole year)	2.7%
2012 (whole year)	3.0%

### Average Earnings and Standard Of Living

IDS released their latest analysis of pay deals on March 31<sup>st</sup>, with the finding that the median wage settlement for the whole economy is 2.5%. There were 41% of deals above 3%, including 14% that were at 4% or over. However, IDS state that *“An early look at April deals suggests that pay increases may be picking up further as high inflation continues to have an impact on real wages. April pay reviews are not yet included in the current rolling three-month analysis, but most of the April deals recorded thus far by IDS have set pay increases at 3 per cent or higher.”*<sup>2</sup>

<sup>2</sup> IDS press release, ‘Seven of every eight pay deals at 2% or higher’, Thursday 31st March

The 0% 'offer' that Employers made last year – and Staff Side has not and will not accept – has meant that Youth and Community Workers have experienced a pay cut in real terms of 5.5% from this time last year. Using the Local Government Association Earnings Survey 2010/11 we can calculate that, for example, for Playworkers, this translates into a loss in 'purchasing power' of £898 over the past year<sup>3</sup>. Using the ASHE 2010 data Youth and Community Workers have experienced a loss of £1121 over the past year<sup>4</sup>.

The latest ASHE 2010 data shows that in the year to August 2010 average gross earnings rose 0% for the median and just 1.4% if we look at the mean figure. Without a boost in pay in 2010 and 2011 youth and community workers will continue to receive below average offers.

The Institute of Fiscal Studies (IFS) has found that lower income households tend to experience higher than average levels of inflation<sup>5</sup>. The Joseph Rowntree Foundation (JRF) has also calculated that a single person needs to earn £14,000 a year before tax to afford a basic but acceptable standard of living. Further, JRF note that,

"...new calculations show that over the past decade, the rising cost of food, public transport and other essentials means that a minimum budget costs 38 per cent more, despite general inflation at just 23 per cent"<sup>6</sup>.

They go on to note that a single person who had experienced wage increases in line with inflation would have still experienced a fall in living standards of over 10%.

This is even before we consider the impacts of the Government's wider policies on people's standard of living.

### **Part of education**

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."<sup>7</sup>

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

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3 Median Annual FTE Gross Pay, England and Wales for a Play Worker is £16,329, therefore a 5.5% reduction is equivalent to a loss of £898 over the past year.

4 ASHE 2010, Youth and Community Workers occupational code 3231, has a median gross annual wage of £20,390.

5 IFS, March 2009, 'How does inflation affect different households?'

6 Joseph Rowntree Foundation, 'A Minimum Income Standard for the UK', July 2010 <http://www.jrf.org.uk/system/files/MIS-2010-findings.pdf>

7 Welsh Local Government Association: The Youth Service in Wales. [www.wlga.gov.uk](http://www.wlga.gov.uk)

holistic development of young people, recognising that personal, social and educational development can also include, for example, physical, political and spiritual development.”<sup>8</sup>

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.”<sup>9</sup>

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.”

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 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.

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.”<sup>10</sup>

### **Greater need**

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 constantly 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.”<sup>11</sup> 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.<sup>12</sup>

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8 Lifelong Learning UK, Youth Work National Occupational Standards. [www.lluk.org.uk](http://www.lluk.org.uk)

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

10 The Youth Service in Wales.

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

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

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.”<sup>13</sup>

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.

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.”<sup>14</sup>

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.”<sup>15</sup>

## **Impact**

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.”<sup>16</sup> 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

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

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

15 *Ibid*, page 5.

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

member, *Community Matters*, which, along with many other voluntary and local authority organisations is arguing strongly for the appointment of more skilled community workers.

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.”<sup>17</sup> 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.<sup>18</sup> We recommend that the employers’ side consider these documents carefully.

### **Standards rising**

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.<sup>19</sup> 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.”<sup>20</sup>

### **Cost effectiveness**

In recent research undertaken by the National Youth Agency the cost effectiveness of youth work was highlighted.<sup>21</sup>

“*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.

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

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17 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](http://www.ofsted.gov.uk), 2007/.

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

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

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

21 National Youth Agency and Local Government Association, *Valuing Youth Work*, 2010

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.<sup>22</sup>

Other comparative costings include: £1,300 per person for an electronically monitored curfew order;<sup>23</sup> around £35,000 per year to keep one young person in a young offender institution; an annual average of £3,800 for secondary education<sup>24</sup> and around £9,000 for the average resettlement package per young person after custody.<sup>25</sup>

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.<sup>26</sup>

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.

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. The Association for Public Service Excellence has shown that generally local government workers spend 52.5p from every £1 within the local economy. It is simply a false economy to worsen JNC staff's terms and conditions. Better paid workers also boost local economies by spending their money in their neighbourhood businesses. A study by Staffordshire Business School calculated the economic impact on Stoke-on-Trent of contracting out their home care service. The study concluded that for every £1 an hour more paid to a public sector care worker, £1.63 was injected into the local economy.<sup>27</sup> On an annual basis, this would have provided Stoke-on-Trent with £1.5 million in additional income. A similar 'multiplier effect' was found by APSE in a recent study in Swindon.<sup>28</sup>

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.

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

23 Commons written answer 2/06/08.

<http://www.publications.parliament.uk/pa/cm200708/cmhansrd/cm080602/text/80602w0029.htm#08060232000052>

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

25 The costs and benefits of effective resettlement, RESET, 2007. <http://www.reset.uk.net/graphics/portfolio/6188.doc>

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

27 Ian Jackson and Geoff Pugh, The regeneration effects of 'fair wages: The economic benefits to Stoke-on-Trent of closing the gap between private and public sector pay for residential care work, 2005.

28 APSE, Exploring the economic footprint of public services, 2008.

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 survey<sup>29</sup>, 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.

### **Relationships and sustainability**

The youth and community work method relies on long term relationship building. It cannot be easily measured on short term outcome indicators. Job security for youth and community workers is essential so that they can sustain effective local community relations. **The Staff side is therefore seeking a job security agreement for youth and community workers, an extension of the notice period arrangements under JNC and commitments that voluntary sector employers will be advising affiliates to apply five year funded projects.**

### **Workforce development**

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 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.

### **Recruitment and retention**

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. Indeed, universities providing youth and community work, JNC validated courses report no significant current reduction in applications. They do however predict a potential dip next year. Huge financial restraints on students will be a factor. The likely average of £8,000 fees will prohibit many from entering higher education. In this context we also have to remember that most youth and community students are non traditional entrants to higher education and they undertake 50% of their time in fieldwork placements. We seek the employers' support in lobbying to increase this funding on a par with teaching and social work student funding.

The number of youth workers in post is significantly below the number advocated in *Resourcing Excellent Youth Services*.<sup>30</sup> Additionally, it was clear from the JNC's own Workforce Survey that there are substantial problems with recruitment and retention. 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, now stands at £5.93 rising to £6.08 as of

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

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

1<sup>st</sup> October 2011, 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 was recently increased to £8.30ph and in announcing this 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. Paying the London Living Wage is not only morally right, but makes good business sense too. What may appear to a company to be an unaffordable cost in a highly competitive market should more often be viewed as a sound investment decision. I believe that paying decent wages reduces staff turnover and produces a more motivated and productive workforce.”

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.**

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 fact 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.

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.<sup>31</sup>

### **Graduate pay**

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.

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. 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 pay award) JNC Professional Range starting point of £20,591 compares very unfavourably with this indeed.

£20,591 is simply not a credible 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,

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<sup>31</sup> Chartered Institute of Personnel and Development, Annual Survey Report, Recruitment, retention and turnover, 2009.

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.

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.

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).

Whatever analysis you take, it is clear that JNC is and will increasingly lag behind unless significant steps are taken in the 2011 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. The prospects for making advances this year should be seized.

### **London and Fringe Allowances**

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.

**We believe a joint and comprehensive comparative review with other professions and occupations should be undertaken with a view to significantly enhancing these allowances.**