**GREATER LONDON – LOCAL GOVERNMENT**

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| **Agreement of London Pay Spines increases 1 April 2018 and 1 April 2019** |  |  |

**Summary**

The London settlement relates to the Outer and Inner London pay spines and comprises:

* A headline rate minimum 2% increase in 2018 and 2019
* Bottom loading with higher than 2% increases for the lowest grades in 2018 & 2019.
* A new pay spine in 2019 with even increment increases of 1.8% up to old spinal point 28 (currently increment differences are very small up to this point).
* Remains within the National Joint Council (NJC) national bargaining arrangements

From 1 April 2018 the Outer London Pay Spine will increase as follows

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| 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

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| Spine Point | Inner London 2018 Cash increase | Inner London 2018 equivalent % 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 based on the following principles.

* No one gets less than 2% 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 at least old spine point 28

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| **Annex 1 - Outer London Pay Spines** | | | | |  |  |  |  |  |
| Note - London convention of rounding up or down to nearest multiple of 3 | | | | | | | | |  |
|  |  |  |  |  |  |  |  |  |  |
| London Spine | Outer London 2017 Current Rate |  | Outer London 2018 New Rate |  | Outer London 2019 New Assimillation Spine Point | 2019 Outer Pay after Assim (no grade change) |  | Outer London 2019 New Spine | Outer London 2019 New 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 |
| 39 | £36,372 |  | £37,098 |  | 33 | £37,842 |  | 34 | £38,799 |
| 40 | £37,293 |  | £38,040 |  | 34 | £38,799 |  | 35 | £39,774 |
| 41 | £38,229 |  | £38,994 |  | 35 | £39,774 |  | 36 | £40,728 |
| 42 | £39,147 |  | £39,930 |  | 36 | £40,728 |  | 37 | £41,706 |
| 43 | £40,086 |  | £40,887 |  | 37 | £41,706 |  | 38 | £42,681 |
| 44 | £41,025 |  | £41,847 |  | 38 | £42,681 |  | 39 | £43,590 |
| 45 | £41,898 |  | £42,735 |  | 39 | £43,590 |  | 40 | £44,607 |
| 46 | £42,876 |  | £43,734 |  | 40 | £44,607 |  | 41 | £45,585 |
| 47 | £43,815 |  | £44,691 |  | 41 | £45,585 |  | 42 | £46,560 |
| 48 | £44,751 |  | £45,645 |  | 42 | £46,560 |  | 43 | £47,511 |
| 49 | £45,666 |  | £46,578 |  | 43 | £47,511 |  | 44 | £48,492 |
| 50 | £46,608 |  | £47,541 |  | 44 | £48,492 |  | 45 | £49,464 |
| 51 | £47,544 |  | £48,495 |  | 45 | £49,464 |  | 46 | £50,448 |
| 52 | £48,489 |  | £49,458 |  | 46 | £50,448 |  | 47 | £51,450 |
| 53 | £49,452 |  | £50,442 |  | 47 | £51,450 |  | 48 | £52,482 |
| 54 | £50,445 |  | £51,453 |  | 48 | £52,482 |  | 49 | £53,544 |
| 55 | £51,465 |  | £52,494 |  | 49 | £53,544 |  | 50 | £54,597 |
| 56 | £52,476 |  | £53,526 |  | 50 | £54,597 |  | 51 | £55,638 |
| 57 | £53,478 |  | £54,549 |  | 51 | £55,638 |  | 52 | £56,682 |
| 58 | £54,480 |  | £55,569 |  | 52 | £56,682 |  | 53 | £57,735 |
| 59 | £55,494 |  | £56,604 |  | 53 | £57,735 |  | 54 | £58,779 |
| 60 | £56,496 |  | £57,627 |  | 54 | £58,779 |  | 55 | £59,823 |
| 61 | £57,501 |  | £58,650 |  | 55 | £59,823 |  | 56 | £60,879 |
| 62 | £58,515 |  | £59,685 |  | 56 | £60,879 |  | 57 | £61,929 |
| 63 | £59,523 |  | £60,714 |  | 57 | £61,929 |  | 58 | £62,970 |
| 64 | £60,525 |  | £61,737 |  | 58 | £62,970 |  | 59 | £64,023 |
| 65 | £61,536 |  | £62,766 |  | 59 | £64,023 |  | 60 | £65,367 |
| 66 | £62,829 |  | £64,086 |  | 60 | £65,367 |  | 61 | £66,732 |
| 67 | £64,140 |  | £65,424 |  | 61 | £66,732 |  | 62 | £68,127 |
| 68 | £65,481 |  | £66,792 |  | 62 | £68,127 |  | 63 | £69,561 |
| 69 | £66,861 |  | £68,199 |  | 63 | £69,561 |  | 64 | £71,016 |
| 70 | £68,259 |  | £69,624 |  | 64 | £71,016 |  | 65 | £72,438 |

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| **Annex 2 - Inner London Pay Spines** | | | | |  |  |  |  |  |
| Note - London convention of rounding up or down to nearest multiple of 3 | | | | | | | | |  |
|  |  |  |  |  |  |  |  |  |  |
| London Spine | Inner London 2017 Current Rate |  | Inner London 2018 New Rate |  | Inner London 2019 New Assimillation Spine Point | 2019 Inner Pay after Assim (no grade change) |  | Inner London 2019 New Spine | Inner London 2019 New Rate |
| 6 | £18,222 |  | £20,001 |  | 1 | £21,231 |  | 1 | £21,231 |
| 7 | £18,384 |  | £20,103 |  | 1 | £21,231 |  | 2 | £21,612 |
| 8 | £18,747 |  | £20,238 |  | 2 | £21,612 |  | 3 | £22,002 |
| 9 | £19,050 |  | £20,370 |  | 2 | £21,612 |  | 4 | £22,398 |
| 10 | £19,311 |  | £20,472 |  | 3 | £22,002 |  | 5 | £22,800 |
| 11 | £19,347 |  | £20,616 |  | 3 | £22,002 |  | 6 | £23,211 |
| 12 | £19,665 |  | £20,784 |  | 4 | £22,398 |  | 7 | £23,628 |
| 13 | £20,001 |  | £20,952 |  | 4 | £22,398 |  | 8 | £24,054 |
| 14 | £20,310 |  | £21,189 |  | 5 | £22,800 |  | 9 | £24,486 |
| 15 | £20,580 |  | £21,429 |  | 5 | £22,800 |  | 10 | £24,927 |
| 16 | £20,907 |  | £21,726 |  | 6 | £23,211 |  | 11 | £25,377 |
| 17 | £21,252 |  | £22,083 |  | 6 | £23,211 |  | 12 | £25,833 |
| 18 | £21,546 |  | £22,377 |  | 7 | £23,628 |  | 13 | £26,298 |
| 19 | £22,218 |  | £22,857 |  | 8 | £24,054 |  | 14 | £26,772 |
| 20 | £22,902 |  | £23,361 |  | 9 | £24,486 |  | 15 | £27,255 |
| 21 | £23,610 |  | £24,081 |  | 10 | £24,927 |  | 16 | £27,744 |
| 22 | £24,135 |  | £24,618 |  | 12 | £25,833 |  | 17 | £28,245 |
| 23 | £24,738 |  | £25,233 |  | 13 | £26,298 |  | 18 | £28,752 |
| 24 | £25,437 |  | £25,947 |  | 14 | £26,772 |  | 19 | £29,271 |
| 25 | £26,136 |  | £26,658 |  | 15 | £27,255 |  | 20 | £29,796 |
| 26 | £26,865 |  | £27,402 |  | 18 | £28,752 |  | 21 | £30,333 |
| 27 | £27,654 |  | £28,206 |  | 19 | £29,271 |  | 22 | £30,879 |
| 28 | £28,440 |  | £29,010 |  | 20 | £29,796 |  | 23 | £31,434 |
| 29 | £29,424 |  | £30,012 |  | 23 | £31,434 |  | 24 | £32,001 |
| 30 | £30,294 |  | £30,900 |  | 24 | £32,001 |  | 25 | £32,577 |
| 31 | £31,140 |  | £31,764 |  | 25 | £32,577 |  | 26 | £33,162 |
| 32 | £31,953 |  | £32,592 |  | 27 | £33,759 |  | 27 | £33,759 |
| 33 | £32,802 |  | £33,459 |  | 28 | £34,128 |  | 28 | £34,128 |
| 34 | £33,627 |  | £34,299 |  | 29 | £34,986 |  | 29 | £34,986 |
| 35 | £34,254 |  | £34,938 |  | 30 | £35,637 |  | 30 | £35,637 |
| 36 | £35,070 |  | £35,772 |  | 31 | £36,486 |  | 31 | £36,486 |
| 37 | £35,961 |  | £36,681 |  | 32 | £37,413 |  | 32 | £37,413 |
| 38 | £36,912 |  | £37,650 |  | 33 | £38,403 |  | 33 | £38,403 |
| 39 | £38,007 |  | £38,766 |  | 34 | £39,543 |  | 34 | £39,543 |
| 40 | £38,919 |  | £39,696 |  | 35 | £40,491 |  | 35 | £40,491 |
| 41 | £39,855 |  | £40,653 |  | 36 | £41,466 |  | 36 | £41,466 |
| 42 | £40,785 |  | £41,601 |  | 37 | £42,432 |  | 37 | £42,432 |
| 43 | £41,718 |  | £42,552 |  | 38 | £43,404 |  | 38 | £43,404 |
| 44 | £42,651 |  | £43,503 |  | 39 | £44,373 |  | 39 | £44,373 |
| 45 | £43,530 |  | £44,400 |  | 40 | £45,288 |  | 40 | £45,288 |
| 46 | £44,496 |  | £45,387 |  | 41 | £46,293 |  | 41 | £46,293 |
| 47 | £45,438 |  | £46,347 |  | 42 | £47,274 |  | 42 | £47,274 |
| 48 | £46,377 |  | £47,304 |  | 43 | £48,252 |  | 43 | £48,252 |
| 49 | £47,292 |  | £48,237 |  | 44 | £49,203 |  | 44 | £49,203 |
| 50 | £48,234 |  | £49,200 |  | 45 | £50,184 |  | 45 | £50,184 |
| 51 | £49,176 |  | £50,160 |  | 46 | £51,162 |  | 46 | £51,162 |
| 52 | £50,115 |  | £51,117 |  | 47 | £52,140 |  | 47 | £52,140 |
| 53 | £51,069 |  | £52,089 |  | 48 | £53,133 |  | 48 | £53,133 |
| 54 | £52,071 |  | £53,112 |  | 49 | £54,174 |  | 49 | £54,174 |
| 55 | £53,088 |  | £54,150 |  | 50 | £55,233 |  | 50 | £55,233 |
| 56 | £54,102 |  | £55,185 |  | 51 | £56,289 |  | 51 | £56,289 |
| 57 | £55,107 |  | £56,208 |  | 52 | £57,333 |  | 52 | £57,333 |
| 58 | £56,112 |  | £57,234 |  | 53 | £58,380 |  | 53 | £58,380 |
| 59 | £57,114 |  | £58,257 |  | 54 | £59,421 |  | 54 | £59,421 |
| 60 | £58,131 |  | £59,295 |  | 55 | £60,480 |  | 55 | £60,480 |
| 61 | £59,127 |  | £60,309 |  | 56 | £61,515 |  | 56 | £61,515 |
| 62 | £60,135 |  | £61,338 |  | 57 | £62,565 |  | 57 | £62,565 |
| 63 | £61,158 |  | £62,382 |  | 58 | £63,630 |  | 58 | £63,630 |
| 64 | £62,145 |  | £63,387 |  | 59 | £64,656 |  | 59 | £64,656 |
| 65 | £63,159 |  | £64,422 |  | 60 | £65,712 |  | 60 | £65,712 |
| 66 | £64,449 |  | £65,739 |  | 61 | £67,053 |  | 61 | £67,053 |
| 67 | £65,769 |  | £67,083 |  | 62 | £68,427 |  | 62 | £68,427 |
| 68 | £67,101 |  | £68,442 |  | 63 | £69,813 |  | 63 | £69,813 |
| 69 | £68,490 |  | £69,861 |  | 64 | £71,256 |  | 64 | £71,256 |
| 70 | £69,882 |  | £71,280 |  | 65 | £72,705 |  | 65 | £72,705 |