



Joint Negotiating Committee *for* Youth and Community Workers

Staff Side Pay and Conditions Claim 2016

Submitted by Unite, Unison, NUT and UCU

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Introduction

- The positive impacts of youth and community work have wide social benefits and therefore generate cost savings in the medium to long term. Investing in youth and community services therefore is an investment in our future.
- Without the workforce, there is no youth and community service, yet employers have continually driven down Youth and Community Workers' pay through pay freezes and real terms pay cuts. This has meant real hardship for those who work with young people.
- Youth and Community Workers covered by the JNC saw a pay increase over two years between 2014-2016 of 2.2%, but this was only payable from March 2015 rather than in September 2014, thus in reality this was another real terms pay cut – after a 1% increase in 2013-14, and years of no increase at all before that. This situation cannot continue. The Staff Side Trade Unions are therefore submitting this pay and conditions claim, summarised below, calling for an increase on all pay points of £1000 as well as the deletion of the bottom spine point to begin the reversal of falling living standards Youth and Community Workers have been experiencing.

Summary of Claim

The Staff Side is asking the Employers:

- i) to join with staff to mount a strong campaign to defend youth services.
- ii) to recognise the JNC agreement and commit to maintaining it for all youth and community work staff, both in local authorities and outsourced employers
- iii) to give a rise of £1000 on all grades and allowances from September 2016 and the deletion of the bottom pay point to bring the whole spine above the hourly Living Wage.
- iv) to commit to ensuring that no pay point should fall below the Minimum Income Standard annual earnings requirement for a single adult by 2020.
- v) to undertake a joint comparative review of all London and Area Allowances to be completed by December 2017.
- vi) to issue strong joint guidance to local authorities, clarifying and reminding them of their pensions provision responsibilities in paragraph 20 of the JNC agreement.
- vii) to formally define an Evening session as one that finishes after 6pm.

- viii) to reduce the working week for all youth workers to 36 hours and 35 hours in London.
- ix) to begin a dialogue between the employers and trade unions about the inclusion of playwork practitioners in the JNC agreement and pay scales.

1. Value of Youth Work and Investment in our Youth Services

- 1.1 The Staff Side should not need to remind the employers of the importance of youth and community services. Yet recent history of cuts, pay stagnation and calls to abolish the Joint Negotiating Committee strongly imply that that case needs restating.
- 1.2 Youth work aims for the social and personal development of young people. It achieves these outcomes through structured, informal educational activities that combine enjoyment, challenge and learning in a safe environment. These services act as an effective investment in our future as well as an educational service that develops young people into adult citizens.
- 1.3 While the only 'agenda' of youth work is the personal and social development of young people, youth work contributes towards many wider social goals. Youth services are educational and preventative services that support young people towards better futures of their own choosing.
- 1.4 The positive impacts of youth work include:
- 1.4.1 improved engagement with school and education;
 - 1.4.2 a positive impact on the incidence of crime and anti-social behaviour amongst young people;
 - 1.4.3 improvement in the wider learning and social skills of young people and helps to keep young people safe¹.
- 1.5
- 1.6 The positive impacts of youth work make it hugely cost effective in the medium to longer term, as well as being socially beneficial. There is a broad evidence base "*highlighting the value of youth work in a wide range of contexts, covering both the intrinsic purpose and process of youth work and its impact on outcomes for young people and on the benefits for their communities*"². In short, we all benefit and we could benefit yet more if cost-effective investment is made.
- 1.7 Yet youth work is being drastically scaled back across the country. The severe and unnecessary spending cuts being imposed on local authorities by Central Government are leading to large numbers of job losses and the axing of youth services. This has meant many young people have lost vital support and services, at a time when they face a relentless assault on their standard of living and future prospects. These cuts are despite the very real

¹ Full overview of the benefits of youth services and the wide evidence base is given in *Future of Youth Work*, Unite the Union, 2013

² *Benefits of youth work*, Unite the Union and Lifelong Learning UK, 2010

and multi-layered positive outcomes for young people and the whole of society from having a properly funded youth service.

- 1.8 This experience is putting extreme pressures, stress and anxiety on to the dedicated staff that have seen substantial rises to their workloads while the services decline. The staff are the youth service. Yet in addition to headcount being reduced overall youth work staff have suffered real pay cuts, year after year. The cost savings and social benefits that flow from the youth service are dependent on the actions and performance of the staff. Too often those in local government are willing to use youth services as a positive public demonstration of their good work in a local community. Despite this there has been an unwillingness from employers to bite the bullet and fight for proper funding of the youth service – including the staff that do the daily, weekly, monthly hard work from which all the positive benefits and publicity flow.
- 1.9 **Staff side therefore calls on the employers to join with staff to mount a strong campaign to defend youth services.**

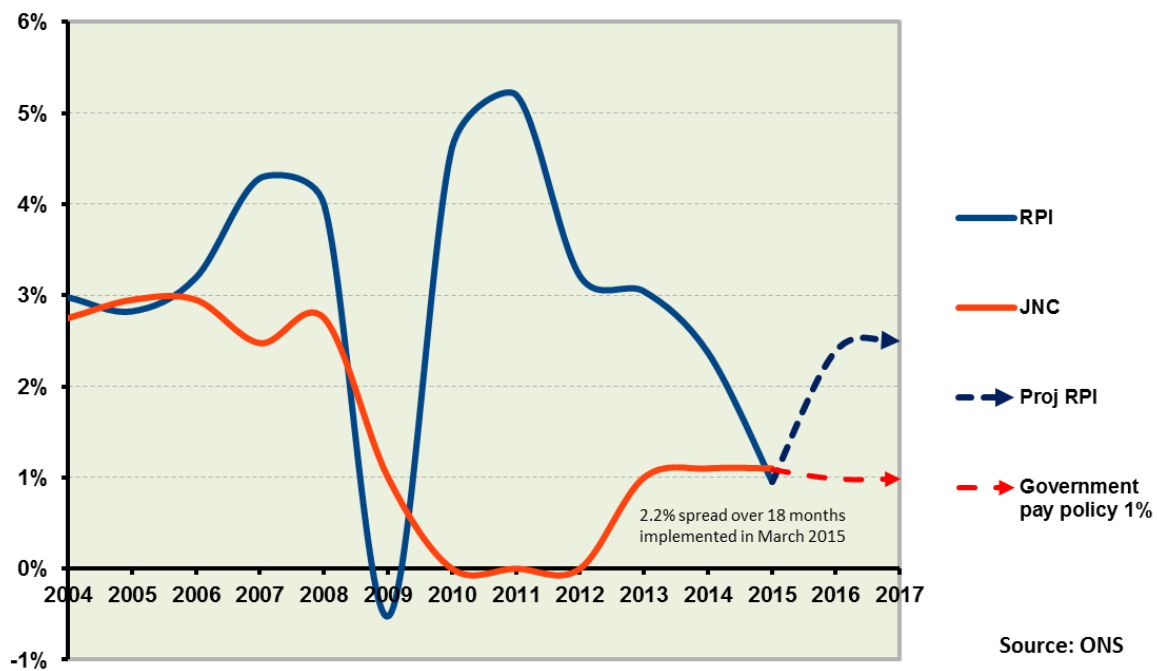
2. Value of the Joint Negotiating Committee for Youth and Community Workers

- 2.1 The Staff Side unions are unanimous in our defence of the JNC agreement as the national agreement that applies to youth support workers and professional youth workers, across all employers, statutory and voluntary.
- 2.2 The JNC agreement is a set of terms and conditions developed to suit the specific working patterns required to deliver good value, high quality youth services to local communities. It ensures that pay, terms and conditions are aligned with the requirements of delivering youth services and achieving positive outcomes for young people. The JNC also contains the National Occupational Standards, training and qualifications framework which is crucial to maintaining the high quality staffing of services.
- 2.3 **Staff side therefore calls on employers to recognise the JNC agreement and commit to maintaining it for all youth and community work staff.**

3. Impact of real pay cuts

- 3.1. Youth and Community Workers covered by the JNC received below inflation increases to their pay – a pay cut in real terms for most of the last decade (illustrated in Graphs 1 and 2 below). It can also be seen how the Governments’ public sector pay policy – euphemistically called ‘pay restraint’ – is a formal policy of real term pay cuts on hard working public sector workers that do vital jobs for all our communities and families.
- 3.2. Staff side notes that over the last year inflation has dipped below 1%. This means that for a brief time the JNC has made up a small amount of lost ground, albeit insignificantly over the medium term. As can be seen from the Graph 1³ below however inflation is expected to rise again in the following years and the Government pay cap of four more years of 1% will more than negate any minor gains made in 2015.

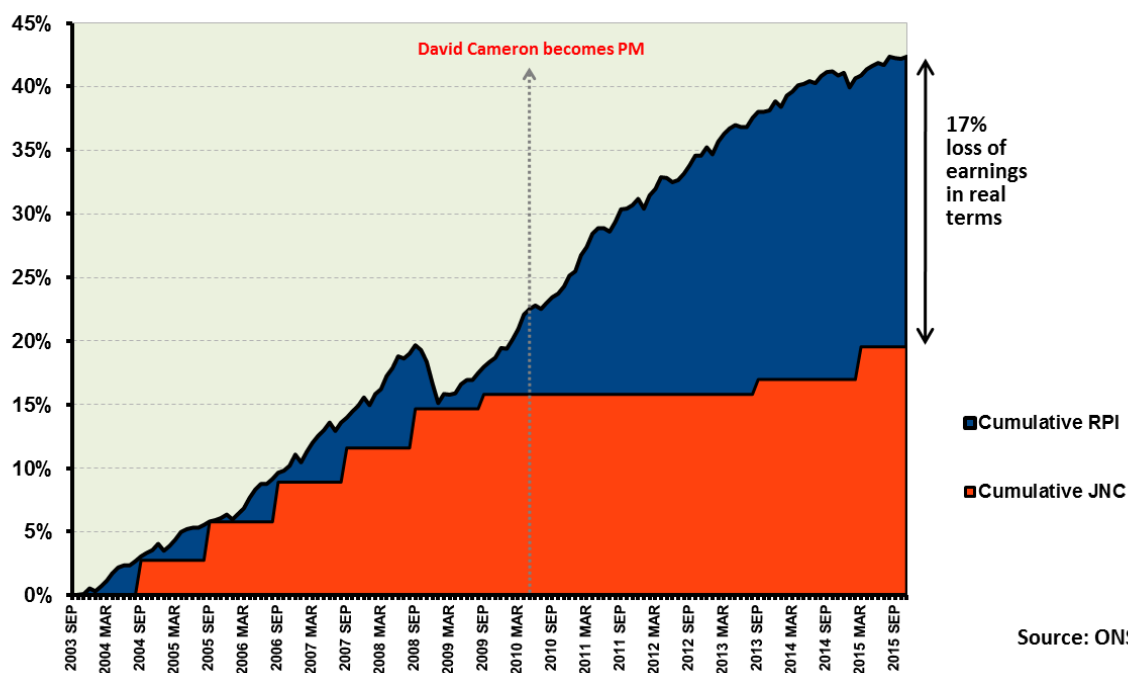
Graph 1: JNC annual rises vs RPI inflation



- 3.3. Furthermore the cumulative loss of earnings since 2010 has been extremely significant with JNC rates having lost about 17% between the agreement in 2009 and September 2015 (see Graph 2).

³ Graph 1 maps JNC percentage increases against annual percentage increases in RPI. It uses average annual figures for rises and RPI based on data from ONS and the projected RPI figures taken from IDR pay climate, March 2015.

Graph 2: Cumulative rises in JNC vs RPI inflation



3.4. The real pay cuts experienced since David Cameron became Prime Minister have had a significant impact on the purchasing power of Youth and Community Workers. If the pay of Youth and Community Workers had kept pace with RPI inflation since 2009 they would now be earning from between £2,455 and £6,310 more each year. This is just the amount their pay should have increased by in order for their living standards to stand still, rather than improve. By increasing the 2009 salary rates by inflation each year, the figures in Table 1 illustrate the deep inroads that have been made into the personal budgets of Youth and Community Workers and their families due to government cuts and intransigence from employers.

3.5. As Table 1 shows Youth and Community Workers have suffered real losses to income, worth thousands of pounds, since 2010. Given the Government’s public sector pay cap this is likely to continue as RPI Inflation is forecast to be at 1.7% by September 2016 and likely to rise to 2.5% by September 2017⁴.

Why the RPI?

We still consider the Retail Price Index to be the appropriate measure of inflation. The Government still refers to RPI as its preferred measure when considering student loans, private pension uprating and index linked gilts and bonds. RPI is still widely used as the preferred measure in private sector pay settlements. Significantly, unlike other measures, the RPI includes housing costs, which are clearly a major component of workers’ expenditure.

⁴ IDR Pay Climate e-bulletin, Issue 4, February 2016. The average inflation forecast is calculated from the forecasts of Citibank, Capital Economics, Goldman Sachs, JP Morgan, Lloyds Banking Group, Morgan Stanley, Royal Bank of Scotland, Scotia Bank and Societe Generale.

Table 1: Pay Scales – Loss of earnings since 2009 (Agreements over the Coalition Government)

		Pay Point	Sep-09	Sep-13	Mar-15	If JNC had kept pace with inflation Sep 09-Sep 15	Loss of earning between Sep 09 and Sep 15	Percentage loss since 2009
Youth and Community Support Worker Range		1	£14,143	£14,283	£14,597	£17,052	-£2,455	-17%
		2	£14,733	£14,880	£15,207	£17,763	-£2,556	-17%
		3	£15,324	£15,477	£15,817	£18,476	-£2,659	-17%
		4	£15,917	£16,077	£16,431	£19,191	-£2,760	-17%
		5	£16,509	£16,674	£17,041	£19,905	-£2,864	-17%
		6	£17,100	£17,271	£17,651	£20,617	-£2,966	-17%
		7	£17,697	£17,874	£18,267	£21,337	-£3,070	-17%
		8	£18,291	£18,474	£18,880	£22,053	-£3,173	-17%
		9	£19,047	£19,236	£19,659	£22,965	-£3,306	-17%
		10	£19,636	£19,833	£20,269	£23,675	-£3,406	-17%
Professional Range		11	£20,591	£20,796	£21,254	£24,826	-£3,572	-17%
		12	£21,525	£21,741	£22,219	£25,952	-£3,733	-17%
		13	£22,489	£22,713	£23,213	£27,115	-£3,902	-17%
		14	£23,485	£23,721	£24,243	£28,315	-£4,072	-17%
		15	£24,166	£24,408	£24,945	£29,136	-£4,191	-17%
		16	£24,875	£25,125	£25,678	£29,991	-£4,313	-17%
		17	£25,574	£25,830	£26,398	£30,834	-£4,436	-17%
		18	£26,279	£26,541	£27,125	£31,684	-£4,559	-17%
		19	£26,975	£27,246	£27,845	£32,523	-£4,678	-17%
		20	£27,673	£27,951	£28,566	£33,365	-£4,799	-17%
		21	£28,461	£28,746	£29,378	£34,315	-£4,937	-17%
		22	£29,352	£29,646	£30,298	£35,389	-£5,091	-17%
		23	£30,219	£30,522	£31,193	£36,434	-£5,241	-17%
		24	£31,091	£31,401	£32,092	£37,486	-£5,394	-17%
		25	£31,968	£32,289	£32,999	£38,543	-£5,544	-17%
		26	£32,847	£33,174	£33,904	£39,603	-£5,699	-17%
		27	£33,726	£34,062	£34,811	£40,663	-£5,852	-17%
		28	£34,613	£34,959	£35,728	£41,732	-£6,004	-17%
		29	£35,496	£35,850	£36,639	£42,797	-£6,158	-17%
		30	£36,377	£36,741	£37,549	£43,859	-£6,310	-17%

Table 2: A flat rate on all spine points

			Actual March 15 - Sep 16 salary rates	£400 as a percentage	£500 as a percentage	£800 as a percentage	£1000 as a percentage	£2000 as a percentage
Youth and Community Support Worker Range	1	£14,597	2.7%	3.4%	5.5%	6.9%	13.7%	
	2	£15,207	2.6%	3.3%	5.3%	6.6%	13.2%	
	3	£15,817	2.5%	3.2%	5.1%	6.3%	12.6%	
	4	£16,431	2.4%	3.0%	4.9%	6.1%	12.2%	
	5	£17,041	2.3%	2.9%	4.7%	5.9%	11.7%	
	6	£17,651	2.3%	2.8%	4.5%	5.7%	11.3%	
	7	£18,267	2.2%	2.7%	4.4%	5.5%	10.9%	
	8	£18,880	2.1%	2.6%	4.2%	5.3%	10.6%	
	9	£19,659	2.0%	2.5%	4.1%	5.1%	10.2%	
	10	£20,269	2.0%	2.5%	3.9%	4.9%	9.9%	
Professional Range	11	£21,254	1.9%	2.4%	3.8%	4.7%	9.4%	
	12	£22,219	1.8%	2.3%	3.6%	4.5%	9.0%	
	13	£23,213	1.7%	2.2%	3.4%	4.3%	8.6%	
	14	£24,243	1.6%	2.1%	3.3%	4.1%	8.2%	
	15	£24,945	1.6%	2.0%	3.2%	4.0%	8.0%	
	16	£25,678	1.6%	1.9%	3.1%	3.9%	7.8%	
	17	£26,398	1.5%	1.9%	3.0%	3.8%	7.6%	
	18	£27,125	1.5%	1.8%	2.9%	3.7%	7.4%	
	19	£27,845	1.4%	1.8%	2.9%	3.6%	7.2%	
	20	£28,566	1.4%	1.8%	2.8%	3.5%	7.0%	
	21	£29,378	1.4%	1.7%	2.7%	3.4%	6.8%	
	22	£30,298	1.3%	1.7%	2.6%	3.3%	6.6%	
	23	£31,193	1.3%	1.6%	2.6%	3.2%	6.4%	
	24	£32,092	1.2%	1.6%	2.5%	3.1%	6.2%	
	25	£32,999	1.2%	1.5%	2.4%	3.0%	6.1%	
	26	£33,904	1.2%	1.5%	2.4%	2.9%	5.9%	
	27	£34,811	1.1%	1.4%	2.3%	2.9%	5.7%	
	28	£35,728	1.1%	1.4%	2.2%	2.8%	5.6%	
	29	£36,639	1.1%	1.4%	2.2%	2.7%	5.5%	
	30	£37,549	1.1%	1.3%	2.1%	2.7%	5.3%	

3.6. Staff side recognises that catching up on these large losses of earning would require a longer period than simply one year. For that to happen, this year's pay rise must be higher than projected RPI (1.7%) in order to start to recoup the substantial losses accrued in previous rounds.

3.7. Staff side also believes that a flat rate monetary increase is the fairest way to increase pay across the spine as it will help those at the bottom of the spine recoup their losses faster.

3.8. Staff side are therefore recommending an increase of £1000 on all pay points and allowances.

4. Minimum Income Standard and the Living Wage

- 4.1 Due to the long term decline in youth and community worker income staff side believe that it is crucial that this year's pay settlement tackles poverty pay in the sector. The continued real pay cuts have meant that the JNC has fallen increasingly behind what is considered a decent and fair wage.
- 4.2 The real Living Wage (as opposed to the Government's new over 25s rate for the national minimum wage) is currently set at £8.25 across the UK but is expected to rise further in November 2016. To be accredited as a Living Wage employer by the Living Wage Foundation an employer has to pay at least the Living Wage to all employees and those working for contracted organisations and implement the annual uprating of the wage rate each year. Over 50% of councils now pay the Living Wage to all in house staff through a variety of means. The Staff Side trade unions believe the best way for an employer to implement the Living Wage is to ensure their lowest pay spine point remains above the Living Wage level.
- 4.3 Tables 3 and 4 below breaks down the 2015 salary rates into the hourly rates – using the JNC standard of a 37 hour week outside of London and 36 hours in London. Pay points 1 to 3 now fall below the Living Wage level of £8.25 an hour. The London Living Wage level of £9.40 applies to all London Boroughs in the Greater London Area. For those receiving the Inner London Area Allowance pay point 1 is now below the London Living Wage, for those receiving the Outer London Area⁵ Allowance pay points 1 and 2 are below.

Table 3: JNC Hourly rates (March 2015)

Pay points	Hourly rate outside of London (37 hour week)	London hourly rate with Inner LAA (36 hour week)	London hourly rate with Outer LAA (36 hour week)	London hourly rate with Fringe LAA (36 hour week)
1	£7.59	£9.39	£8.84	£8.21
2	£7.90	£9.72	£9.17	£8.53
3	£8.22	£10.04	£9.50	£8.86

⁵ The Outer London Boroughs are: Havering, Redbridge, Waltham Forest, Enfield, Barnet, Harrow, Hillingdon, Hounslow, Bexley, Bromley, Richmond, Kingston, Sutton and Croydon.

Table 4: Difference between JNC rates 1-3 and the Living Wage

(Hourly UK Living Wage £8.25 and £9.40 in London)

Pay points	Hourly rate outside of London (37 hour week)	London hourly rate with Inner LAA (36 hour week)	London hourly rate with Outer LAA (36 hour week)	London hourly rate with Fringe LAA (36 hour week)
1	-£0.66	-£0.01	-£0.56	-£1.19
2	-£0.35	£0.32	-£0.23	-£0.87
3	-£0.03	£0.64	£0.10	-£0.54

4.4 The Living Wage inside and outside London is calculated to ensure that workers receive the bare minimum needed for an acceptable standard of living – it does not necessarily protect a family from financial hardship. Added to this, it assumes access to social housing and a car - both increasingly rare options for the low paid.

4.5 Meanwhile the Joseph Rowntree Foundation also calculates a “Minimum Income Standard” (MIS)⁶ for people living in the UK, comparing for different family sizes (see Table 5), based on what members of the public think people need to achieve a socially acceptable standard of living. When compared with the Living Wage it highlights the low level at which the Living Wage is set. In 2015, the MIS stood at £17,102 for a single person, which was £1,955 per year above the UK Living Wage⁷. The assessment of the MIS also found that the price of its basket of essential items had risen by 28% between 2008-14, while average wages grew by just 9% over the same period⁸.

Table 5: Joseph Rowntree Foundation Minimum Income Standard (MIS)

	Apr-15			
	Single Adult of working age	One earner couple with two children (no childcare)	Two earner couple with two children (with childcare)	Lone parent with one child (with childcare)
MIS (including rent, childcare and council tax), per week	£282.29	£576.91	£743.53	£545.12
Gross earnings required, per week	£327.98	£704.68	£768.02	£512.53
Annual Earnings requirement	£17,102	£36,744	£40,047	£26,725

4.6 Tables 6 below shows that as of 2015 a single adult of working age on the JNC now needs to be earning at least pay point 6 to meet the Joseph Rowntree Foundation minimum income

⁶ <https://www.jrf.org.uk/income-and-benefits>

⁷ A minimum income standard for the UK in 2015, Joseph Rowntree Foundation, July 2015.

⁸ A minimum income standard for the UK in 2014, JRF, 2014.

standard. The data in Table 1 shows that this would not be the case if the salary rates had been increased in line with RPI in recent years. If JNC rates had increased at least in line with inflation only the first pay point would fall below this Minimum Income Standard. Table 7 shows the difference between current JNC pay points and the MIS for a single adult of working age.

- 4.7 This issue is even more extreme for London where rising house prices and transport costs now mean that for a single person to reach the MIS they would need to earn £28,144⁹ which would take them up to pay point 17 based on the current spine and London weighting rates.

Table 6: Annual Earnings Requirement (MIS) compared to JNC pay points since 2010

	Annual Earnings requirement (MIS)	
	Single Adult of working age	Minimum JNC pay point
Apr-10	£14,396	2
Apr-11	£15,000	3
Apr-12	£16,383	5
Apr-13	£16,852	6
Apr-14	£17,072	6
Apr-15	£17,102	6

Table 7: Difference between JNC pay points and MIS for single adult of working age

Pay Point	Actual JNC March 15 - Sep 16	MIS - Single Adult of working age (2015)	Difference	Inner London Actual JNC March 15 - Sep 16	MIS - Single Adult of working age London (2015)	Difference	Outer London Actual JNC March 15 - Sep 16	MIS - Single Adult of working age London (2015)	Difference
1	£14,597	£17,102	-£2,505	£17,580	£28,144	-£10,564	£16,556	£28,144	-£11,588
2	£15,207	£17,102	-£1,895	£18,190	£28,144	-£9,954	£17,166	£28,144	-£10,978
3	£15,817	£17,102	-£1,285	£18,800	£28,144	-£9,344	£17,776	£28,144	-£10,368
4	£16,431	£17,102	-£671	£19,414	£28,144	-£8,730	£18,390	£28,144	-£9,754
5	£17,041	£17,102	-£61	£20,024	£28,144	-£8,120	£19,000	£28,144	-£9,144

- 4.8 It is not acceptable for a youth and community worker to be paid less than what is necessary to enjoy what is widely regarded as a minimum standard of living.

⁹ <http://www.minimumincome.org.uk/results>

- 4.9 **The Staff Side are asking, as part of this pay claim, that the Employers should take action to ensure that no hourly rate falls below the appropriate Living Wage level and a commitment to ensuring that we move towards no pay point falling below the Minimum Income Standard annual earnings requirement for a single adult. This could be delivered by a combination of deleting pay point 1 from the spine and increasing all other spine points by £1000.**
- 4.10 **The staff side also recommends that a joint comparative review of all London and Area Allowances be started with a view to completing it by December 2017.**

5. Pay comparators

- 5.1 The Annual Survey of Hours and Earnings 2015 provisional results record the median annual gross pay of Youth and Community Workers¹⁰ as £21,763. The median pay of a full time Youth and Community Worker is £25,155 while for those working part time and for those working part-time the median annual pay is £11,634. A quarter of all Youth and Community Workers are recorded as earning £14,246 or less and 80% earning £27,778 a year or less.
- 5.2 The same ASHE 2015 occupational data gives the median pay for all social workers¹¹ as £30,217, and the median for full time social workers is £32,284. When we consider teachers, the ASHE 2015 occupational data states that the median for all Teaching and Educational Professionals¹² is £33,794 and for full time workers it is £37,300.
- 5.3 When we consider the class room teachers pay scale 2015 (Table 8) we can see that this is broadly comparable to the professional range of the JNC. However Teachers with management responsibilities can expect to be paid significantly above these scales. More striking is the significantly better London Area Allowances Teachers receive compared to the JNC (Table 9).

¹⁰ ASHE 2015 Provisional data, Table 14.7a Annual Gross Pay, SOC 3231

¹¹ ASHE 2015 Provisional data, Table 14.7 Annual Gross Pay, SOC 2442

¹² ASHE 2015 Provisional data, Table 14.7 Annual Gross Pay SOC 23

Table 8: Pay Structure for Qualified Class Room Teachers (from 1 September 2015)

	England and Wales 1 Sept 2015	Inner London 1 Sept 2015	Outer London 1 Sept 2015	London Fringe 1 Sept 2015
Main Pay Range	£ p.a.	£ p.a.	£ p.a.	£ p.a.
1	£22,244	£27,819	£25,880	£23,313
2	£24,002	£29,270	£27,484	£25,070
3	£25,932	£30,795	£29,185	£26,999
4	£27,927	£32,400	£30,992	£29,001
5	£30,128	£34,893	£33,620	£31,196
6	£32,831	£37,862	£36,540	£33,909
Upper Pay Range	£ p.a.	£ p.a.	£ p.a.	£ p.a.
1	£35,218	£42,756	£38,739	£36,287
2	£36,523	£44,857	£40,173	£37,590
3	£37,871	£46,365	£41,660	£38,941

Table 9: Annual London Allowances

Teachers Main Pay Range	Inner £ p.a.	Outer £ p.a.	Fringe £ p.a.
1	£5,575	£3,636	£1,069
2	£5,268	£3,482	£1,068
3	£4,863	£3,253	£1,067
4	£4,473	£3,065	£1,074
5	£4,765	£3,492	£1,068
6	£5,031	£3,709	£1,078
Teachers Upper Pay Range			
1	£7,538	£3,521	£1,069
2	£8,334	£3,650	£1,067
3	£8,494	£3,789	£1,070
Community and Youth Workers JNC	£2,983	£1,959	£763

5.4 Staff side believes that by an increase of £1000 on all pay points and allowances would help to reduce the pay differential between Youth and Community workers and other comparable professions.

5.5 The Staff Side recommends that a joint comparative review of all London and Area Allowances be started with the view to be completed by December 2017.

5.6 To ensure Youth and Community Workers' occupational status and professionalism as informal educators is preserved, the staff side is calling on the Employers to agree to issue strong joint guidance to local authorities, clarifying and reminding them of their pensions provision responsibilities.

6. Work-life balance and Well-being

- 6.1 One of the key reasons why the JNC is the most appropriate set of pay, terms and conditions for Youth and Community Workers is that it allows staff to effectively plan their time, ensure they are rested and to enjoy life outside of work as well as being able to deliver the youth service a local community deserves. Staff side believes that rising workloads due to cuts mean that increasingly Youth and Community Workers are expected to work overtime that is unpaid and they are not able to take the time back as TOIL. In some cases this is because of increased numbers of evening shifts or weekend shifts. A survey by Unite found that nearly 30% of youth workers were doing more than 6 hours a week overtime and over 30% claimed this overtime was unpaid.
- 6.2 The Staff Side believe that this trend is having a harmful impact on individual youth workers and a detrimental impact on the quality of the youth service delivered, as the ability of Youth and Community Workers to plan their time appropriately is eroded.
- 6.3 Many Youth and Community Workers have seen their responsibilities grow as wider geographical areas are covered. Youth work within the public sector has seen a growth of targeted provision and focusing on 'hard to reach' young people. This has seen more youth workers placed within the context of social work and social care as Youth Workers join mixed agency teams. Schools value the education and development that youth workers can offer young people – for example, sexual health and relationships, drugs and bullying and working with at risk young people in the wider community. This work can help in tackling some of the wider issues that can manifest in truancy, non-attendance, bad behaviour and exclusion from school.
- 6.4 Universal, open access youth work does still have an important role to play in the development of all young people. Communities still value open door youth work provision – these mainly take place after the formal school day has ended in the evening and at weekends. This involved a planned youth work provision of awareness and information activities, delivered in a variety of formats and locations. For example, one-to-one basis, detached youth work, group work and holiday projects.
- 6.5 The role of Youth and Community Workers is therefore diverse, to enable professional staff to maintain a work life balance and meet the complexities of the role.

6.6 To re-assert the need for Youth and Community Workers to be able to plan their time appropriately, employers should recognise this flexible working comes at a cost. Staff side believes that recognition for this should be shown by reducing the working week by one hour obliging employers to manage staff workload and not assume their extra time is free. There should also be greater recognition of the costs on personal and family life of working regular evening sessions.

6.7 Staff side therefore proposes that evening sessions must be defined as sessions that finish after 6 pm and that the working week for all youth workers to 36 hours and 35 hours in London.

7. Playworkers

7.1 As in previous years staff side continues to believe that playworkers are staff that would be more appropriately covered by the JNC. These professional staff are also facing substantial cuts and attacks to their terms and conditions and staff side believes that employers would benefit by including the playworkers under the flexible terms covered by the JNC while playworkers would gain from an increased recognition of their professional skills.

7.2 Staff side therefore calls for employers to begin a dialogue between the employers and trade unions about the inclusion of playwork practitioners in the JNC agreement and pay scales.

8. Conclusion

8.1 In this pay claim the Staff Side have clearly laid out the financial costs to Youth and Community Workers of successive years of real terms pay cuts. It is a workforce that delivers huge benefits to local communities and wider society; it is a skilled and dedicated workforce and they are not being recognised and valued as such. The employers need to tackle the falling living standards of Youth and Community Workers. This would send the clear signal their work is valued and would acknowledge the important role they play.

8.2 An increase of £1000 on all pay rates would begin to reverse the fall in living standards the Employers have inflicted upon Youth and Community Workers. Deleting pay point 1 would ensure that no-one was paid below the appropriate Living Wage level. Employers should also commit to progress to a pay spine that meant no annual pay spine point fell below what is considered a Minimum Income Standard for a single adult. This would send a positive signal that the Employers take their social responsibilities seriously and are not prepared to be a low pay Employer.