

## Joint Negotiating Committee (JNC) for Youth and Community Workers (YCW)

18 November 2025

To: Local Authorities in England and Wales  
Local Government Association Subscribers

Dear Colleague

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### JOINT EDUCATION SERVICES CIRCULAR (JESC) NO 237 - YOUTH AND COMMUNITY WORKERS' PAY AGREEMENT 2025

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We are pleased to confirm that the JNC for Youth and Community Workers has reached an agreement on a pay award for 2025 for Youth and Community Workers which is as follows:

- An increase of 3.2% on all spinal column points on the Youth and Community Support Worker Range and the Professional Range from 1 September 2025;
- An increase of 3.2% on the London Area Allowances and Sleeping-In-Duty Allowance from 1 September 2025.

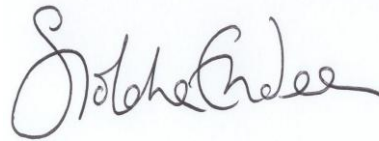
Please note that this pay award should be backdated to 1 September 2025.

A revised pay spine is attached for your information.

Yours sincerely



**David Algie**  
**Employers' Side Secretariat**



**Siobhan Endean**  
**Staff Side Secretary**

**Employers' Side Secretary: Sarah Ward**  
Local Government Association, 18 Smith Square,  
London, SW1P 3HZ

**Staff Side Secretary: Siobhan Endean**  
Unite, 128 Theobold's Road,  
London, WC1X 8TN

## Joint Negotiating Committee for Youth and Community Workers

### Youth and Community Workers Pay Spine 2025

#### Support Worker Range

#### Professional Range

#### Pay Points (£)

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		13	31,885
		14	33,066
		15	33,869
		16	34,708
5	25,580	17	35,533
6	25,919	18	36,364
7	26,225	19	37,189
8	26,924	20	38,016
9	27,817	21	38,945
10	28,516	22	39,997
11	29,644	23	41,023
12	30,745	24	42,053
13	31,885	25	43,091
14	33,066	26	44,128
15	33,869	27	45,165
16	34,708	28	46,216
17	35,523	29	47,258
		30	48,301
		31	49,005*
		32	50,162*

\* Discretionary Points

#### Allowances (3.2% increase)

#### LONDON AREA ALLOWANCES

Inner 3,721  
Outer 2,445  
Fringe 954

#### SLEEPING IN DUTY ALLOWANCE

Sleeping in Allowance 43.34  
Disturbance Element 24.33

**Joint Negotiating Committee for Youth and Community Workers**