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

30 October 2026

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

Dear Colleague

JOINT EDUCATION SERVICES CIRCULAR (JESC) NO 240 - YOUTH AND COMMUNITY WORKERS' PAY AGREEMENT 2026

We are pleased to confirm that the JNC for Youth and Community Workers has reached an agreement on a pay award for 2026 for Youth and Community Workers which is as follows:

- An increase of 3.3% on all spinal column points on the Youth and Community Support Worker Range and the Professional Range from 1 September 2026;
- An increase of 3.3% on the London Area Allowances and Sleeping-In-Duty Allowance from 1 September 2026.

Please note that this pay award should be backdated to 1 September 2026.

A revised pay spine is attached for your information.

The JNC has also agreed to reissue its good practice guidance on work life balance which is attached. This includes advice on workload and TOIL, working patterns and practical support in relation to flexible working. The guidance was written to support local agreements on flexible working and work life balance noting the irregular working hours of youth workers who carry out a lot of weekend and evening work.

Yours sincerely





David Algie
Employers' Side Secretariat

Siobhan Endean
Staff Side Secretary

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Joint Negotiating Committee for Youth and Community Workers

Youth and Community Workers Pay Spine 2026

Support Worker Range		Professional Range	
Pay Points	**(£)**	**Pay Points**	**(£)**
		13	32,938
		14	34,158
		15	34,987
		16	35,854
5	26,425	17	36,706
6	26,775	18	37,565
7	27,091	19	38,417
8	27,813	20	39,271
9	28,735	21	40,231
10	29,458	22	41,318
11	30,623	23	42,378
12	31,760	24	43,441
13	32,938	25	44,514
14	34,158	26	45,586
15	34,987	27	46,657
16	35,854	28	47,743
17	36,706	29	48,818
		30	49,895
		31	50,623*
		32	51,818*

* Discretionary Points

Allowances (3.3% increase)

LONDON AREA ALLOWANCES

Inner	3,844
Outer	2,526
Fringe	986

SLEEPING IN DUTY ALLOWANCE

Sleeping in Allowance	44.78
Disturbance Element	25.14

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